

In the Matter of
Case No. 23-Civ-6252 (JPC)

KRIMSKY
v.
WESTROCK COMPANY, et al.

Examination of Tammy M. Siracusa

Tuesday, July 30, 2024

CONDENSED



**The Little
Reporting
Company**

469 Seventh Avenue
12th Floor
New York, NY 10018
tel: 646-650-5055
www.littlereporting.com

KRIMSKY v. WESTROCK COMPANY, et al.
Tammy Siracusa --- July 30, 2024

<div>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</div> <div>UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF NEW YORK - - - - - x MARSHALL KRIMSKY, Plaintiff, Case No. 23-Civ-6252 (JPC) -against- WESTROCK COMPANY and WESTROCK SERVICES, LLC, Defendants. - - - - - x July 30, 2024 9:33 a.m. REMOTE EXAMINATION BEFORE TRIAL VIA VIDEOCONFERENCE of the Defendants herein, by a Witness, TAMMY M. SIRACUSA, taken by FRANCES CODD SLUSARZ, in the above-entitled action, held at the above time, pursuant to Notice, taken before DEVORA HACKNER, a Stenographic Reporter and Notary Public within and for the State of New York.</div>	<div>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</div> <div>2 A P P E A R A N C E S: GODDARD LAW PLLC Attorneys for Plaintiff 39 Broadway Suite 1540 New York, New York 10006 646-964-1178 BY: FRANCES CODD SLUSARZ, ESQ. frances@goddardlawnyc.com COZEN O'CONNOR Attorneys for Defendants 175 Greenwich Street 55th Floor New York, New York 10007 212-453-3978 BY: JANICE SUED AGRESTI, ESQ. jagresti@cozen.com ALSO PRESENT: ANISSA FLOYD, ESQ. WestRock Company MARSHALL KRIMSKY</div>
<div>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</div> <div>3 F E D E R A L S T I P U L A T I O N S IT IS HEREBY STIPULATED AND AGREED by and between the attorneys for the respective parties herein, that filing and sealing be and the same are hereby waived. IT IS FURTHER STIPULATED AND AGREED that all objections, except as to the form of the question, shall be reserved to the time of the trial. IT IS FURTHER STIPULATED AND AGREED that the within deposition may be signed and sworn to before any officer authorized to administer an oath, with the same force and effect as if signed and sworn to before the Court.</div>	<div>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</div> <div>4 T. M. SIRACUSA THE STENOGRAPHER: Will you be ordering a copy of the transcript? MS. AGRESTI: I will be, yes. THE STENOGRAPHER: Good morning. My name is Devora Hackner. I am your remote stenographic reporter. The parties are present via videoconference to take the deposition of Ms. Tammy M. Siracusa in the matter of Marshall Krinsky against WestRock Company and WestRock Services, LLC. Today's date is July 30, 2024 and the time is 9:33 a.m. This deposition is being taken by means of videoconference, and the oath will be administered remotely by me pursuant to Federal Rule of Civil Practice 30(b)(4) and upon</div>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">5</p> <p>1 T. M. SIRACUSA 2 agreement and stipulation of all 3 counsel. 4 It's important that everyone 5 speak one at a time, as delays do 6 occur in transmission. 7 If there is no objection to 8 this remote proceeding, will the 9 parties please state their name, 10 beginning with the taking 11 attorney, and who they represent. 12 MS. SLUSARZ: My name is 13 Frances Slusarz. I consent. And 14 I represent the plaintiff, 15 Marshall Krinsky. 16 MS. AGRESTI: My name is 17 Janice Sued Agresti, from the law 18 firm of Cozen O'Connor. I 19 represent the defendants in this 20 matter. And we consent to this 21 deposition. 22 T A M M Y M. S I R A C U S A, the 23 witness herein, having been first duly 24 sworn by a Notary Public of the State of 25 New York, was examined and testified as</p>	<p style="text-align: right;">6</p> <p>1 T. M. SIRACUSA 2 follows: 3 THE STENOGRAPHER: State 4 your name for the record, please. 5 THE WITNESS: Tammy M. 6 Siracusa. 7 THE STENOGRAPHER: State 8 your address for the record, 9 please. 10 THE WITNESS: XXXXXXXXXXXXX 11 XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX 12 XXXXX. 13 MS. AGRESTI: Please mark 14 that confidential for the record. 15 THE STENOGRAPHER: Okay. 16 And are you in Georgia right 17 now? 18 THE WITNESS: Yes. 19 THE STENOGRAPHER: Counsel, 20 do we agree that I could take the 21 oath even she is out of the state 22 of New York? 23 MS. SLUSARZ: Yes. For 24 plaintiff. 25 MS. AGRESTI: Yes.</p>
<p style="text-align: right;">7</p> <p>1 T. M. SIRACUSA 2 And just to confirm, just 3 'cause I didn't seek 4 confirmation, it's marked 5 confidential for the record, the 6 address? 7 THE STENOGRAPHER: Yes. Do 8 you want it redacted? 9 MS. AGRESTI: Redact it, 10 please. 11 MS. SLUSARZ: And I consent 12 to it being marked confidential. 13 Before we start, do we want 14 to agree to stipulations that 15 we'll only object as to the form 16 of the question and that your 17 client will read and sign? 18 MS. AGRESTI: Yes. We'll 19 reserve all objections except for 20 form. And then yes, read and 21 sign. Thank you. 22 MS. SLUSARZ: Okay. 23 EXAMINATION 24 BY MS. SLUSARZ: 25 Q. Good morning, Ms. Siracusa. My</p>	<p style="text-align: right;">8</p> <p>1 T. M. SIRACUSA 2 name is Fran Slusarz. I'm an attorney 3 with Goddard Law PLLC. And we 4 represent Marshall Krinsky in a lawsuit 5 we brought against WestRock Company and 6 WestRock Services. 7 I'm going to ask you some 8 questions today about your experience 9 both with WestRock and with 10 Mr. Krinsky. And so just a couple of 11 things, some of the them that 12 Ms. Hackner has already mentioned. One 13 is that since she's taking down 14 everything we each say, it's important 15 that only one of us speaks at a time. 16 So please wait until I finish a 17 question before you answer it. And 18 I'll do my best not to cut you off. 19 It's also important that you 20 respond with words instead of like 21 gestures or uh-uhs or uh-huhs because 22 that also doesn't really translate into 23 a transcript. And if you don't 24 understand a question I ask, please ask 25 me to rephrase it. If you answer a</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">9</p> <p>1 T. M. SIRACUSA</p> <p>2 question, I'm going to assume that you</p> <p>3 understood what I was asking.</p> <p>4 Now, do you have any medical</p> <p>5 conditions that affect your ability to</p> <p>6 recall and relay facts today?</p> <p>7 A. No.</p> <p>8 Q. Are you on any medication that</p> <p>9 affects your ability to recall and</p> <p>10 relay facts?</p> <p>11 A. No.</p> <p>12 Q. Are you currently under the</p> <p>13 influence of any illicit drugs or</p> <p>14 alcohol?</p> <p>15 A. No.</p> <p>16 Q. Do you know what it means to</p> <p>17 give testimony under oath?</p> <p>18 A. Yes.</p> <p>19 Q. And what is your understanding?</p> <p>20 A. I have to answer the questions</p> <p>21 truthfully.</p> <p>22 Q. Do you have any -- have you been</p> <p>23 convicted of any crimes?</p> <p>24 A. No.</p> <p>25 Q. Have you ever been party to a</p>	<p style="text-align: right;">10</p> <p>1 T. M. SIRACUSA</p> <p>2 lawsuit?</p> <p>3 A. No.</p> <p>4 Q. Have you ever filed a -- you</p> <p>5 know, complained about discrimination</p> <p>6 at work?</p> <p>7 A. No.</p> <p>8 Q. Did you discuss today's</p> <p>9 deposition with anybody?</p> <p>10 A. My attorneys. The attorneys</p> <p>11 here.</p> <p>12 Q. And anyone else?</p> <p>13 A. No.</p> <p>14 Q. Did you review any documents to</p> <p>15 prepare for today's deposition?</p> <p>16 A. Yes.</p> <p>17 Q. And what document did you</p> <p>18 review?</p> <p>19 A. It was a brief statement of some</p> <p>20 of the concerns that were brought up</p> <p>21 before.</p> <p>22 Q. Who prepared the brief</p> <p>23 statement?</p> <p>24 A. The attorneys.</p> <p>25 Q. What is the highest level of</p>
<p style="text-align: right;">11</p> <p>1 T. M. SIRACUSA</p> <p>2 education that you have completed?</p> <p>3 A. A bachelor's degree.</p> <p>4 Q. And where did you get your</p> <p>5 bachelor's?</p> <p>6 A. At Le Moyne College.</p> <p>7 Q. Where is that located?</p> <p>8 A. Syracuse, New York.</p> <p>9 Q. And what was the -- what did you</p> <p>10 major in?</p> <p>11 A. Business administration.</p> <p>12 Q. Do you have any professional</p> <p>13 licenses?</p> <p>14 A. No.</p> <p>15 Q. And what about any professional</p> <p>16 certifications, like a trade group</p> <p>17 certification?</p> <p>18 A. No.</p> <p>19 Q. What is your marital status?</p> <p>20 A. I'm married.</p> <p>21 Q. Do you have any children?</p> <p>22 A. Yes.</p> <p>23 Q. What are their ages?</p> <p>24 A. Twenty-three and nineteen.</p> <p>25 Q. What is your date of birth?</p>	<p style="text-align: right;">12</p> <p>1 T. M. SIRACUSA</p> <p>2 ---</p> <p>3 (Begin confidential</p> <p>4 portion.)</p> <p>5 ---</p> <p>6 PII/Confidential 1967.</p> <p>7 ---</p> <p>8 (End confidential portion.)</p> <p>9 ---</p> <p>10 MS. AGRESTI: Please mark</p> <p>11 that confidential for the record.</p> <p>12 Except for the year -- can I just</p> <p>13 have 30 seconds here? Off the</p> <p>14 record a minute.</p> <p>15 ---</p> <p>16 (Whereupon, an</p> <p>17 off-the-record discussion was</p> <p>18 held at this time.)</p> <p>19 ---</p> <p>20 MS. AGRESTI: We'll do the</p> <p>21 separate page marked</p> <p>22 confidential, please. Thank you.</p> <p>23 Q. Okay. Ms. Siracusa, who is your</p> <p>24 current employer?</p> <p>25 A. Smurfit Westrock.</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">13</p> <p>1 T. M. SIRACUSA</p> <p>2 Q. And what is your job title?</p> <p>3 A. Senior vice president of</p> <p>4 merchandising displays and graphic</p> <p>5 solutions.</p> <p>6 Q. When did you become senior vice</p> <p>7 president of merchandising displays and</p> <p>8 graphic solutions?</p> <p>9 A. December 2022.</p> <p>10 Q. When did you first join Smurfit</p> <p>11 Westrock or one of its predecessors?</p> <p>12 A. 1993.</p> <p>13 Q. Okay. Before you were senior</p> <p>14 vice president of merchandising</p> <p>15 displays and graphic solutions, what</p> <p>16 was your title?</p> <p>17 A. Senior vice president of east</p> <p>18 region.</p> <p>19 Q. And during what time frame were</p> <p>20 you the senior vice president of the</p> <p>21 east region?</p> <p>22 A. From 2019 -- it might have been</p> <p>23 2018. September of 2018 through</p> <p>24 December of 2022.</p> <p>25 Q. Who did you report to when you</p>	<p style="text-align: right;">14</p> <p>1 T. M. SIRACUSA</p> <p>2 were the senior vice president of the</p> <p>3 east region?</p> <p>4 A. Pete Durette.</p> <p>5 Q. And who do you report to now?</p> <p>6 A. Don Sparaco.</p> <p>7 Q. And what is Mr. Sparaco's title?</p> <p>8 A. President of the corrugate</p> <p>9 division.</p> <p>10 Q. I realize I didn't ask this</p> <p>11 before. In what year did you get your</p> <p>12 bachelor's degree?</p> <p>13 A. I graduated in 1989.</p> <p>14 Q. Before senior vice president of</p> <p>15 the east region, what was your job</p> <p>16 title?</p> <p>17 A. Area vice president, southeast.</p> <p>18 Q. And was this also in the</p> <p>19 corrugated division?</p> <p>20 A. Yes.</p> <p>21 Q. And during what time frame did</p> <p>22 you have that title?</p> <p>23 A. 2014 to 2018.</p> <p>24 Q. Are you currently in the</p> <p>25 corrugated division?</p>
<p style="text-align: right;">15</p> <p>1 T. M. SIRACUSA</p> <p>2 A. Yes.</p> <p>3 Q. Okay. And what was your next</p> <p>4 most recent role at WestRock?</p> <p>5 A. Prior to the area of vice</p> <p>6 president role?</p> <p>7 Q. Yes.</p> <p>8 A. A business unit general manager.</p> <p>9 Q. And what business unit did you</p> <p>10 manage?</p> <p>11 A. Atlanta.</p> <p>12 Q. I'm sorry, did you say</p> <p>13 "Atlanta"?</p> <p>14 A. Yes.</p> <p>15 Q. Okay. During what time frame</p> <p>16 were you the business unit general</p> <p>17 manager for Atlanta?</p> <p>18 A. 2012 to 2014.</p> <p>19 Q. And what were your job</p> <p>20 responsibilities in that role?</p> <p>21 A. I had responsibility for sales</p> <p>22 and operations of foreign manufacturing</p> <p>23 facilities in the Atlanta area.</p> <p>24 Q. Before you were business unit</p> <p>25 general manager, what was your title?</p>	<p style="text-align: right;">16</p> <p>1 T. M. SIRACUSA</p> <p>2 A. General manager.</p> <p>3 Q. Of what department?</p> <p>4 A. It was the Norcross</p> <p>5 manufacturing plant in Norcross,</p> <p>6 Georgia.</p> <p>7 Q. During what time period were you</p> <p>8 general manager of the Norcross</p> <p>9 facility?</p> <p>10 A. From 2006 to 2012.</p> <p>11 Q. And what were your job</p> <p>12 responsibilities as general manager of</p> <p>13 Norcross?</p> <p>14 A. I led sales and operations for</p> <p>15 the single box plant.</p> <p>16 Q. Before you were general manager</p> <p>17 of Norcross -- the Norcross, Georgia</p> <p>18 facility, what was your job title?</p> <p>19 A. Director of strategic</p> <p>20 initiatives.</p> <p>21 Q. I'm sorry, was that director?</p> <p>22 A. Yes.</p> <p>23 Q. Thank you.</p> <p>24 MS. SLUSARZ: Janice, I keep</p> <p>25 missing like the very beginning,</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">17</p> <p>1 T. M. SIRACUSA 2 like the first syllable of each 3 response. I don't know if it's 4 an issue with the audio/visual on 5 your side or if it's an issue 6 with audio on my side. 7 Devora, are you hearing 8 everything? 9 THE STENOGRAPHER: Yes. 10 Q. And I apologize, I know you said 11 "director," but I didn't write down the 12 rest of your title. What was it? 13 A. Strategic initiatives. 14 Q. Strategic initiatives. Okay. 15 And what department did you work 16 for at that time? 17 A. Corrugated. 18 Q. During what time frame were you 19 the director of strategic initiatives? 20 A. 2004 to 2006. 21 Q. And before that, what was your 22 job title? 23 A. General manager. 24 Q. And what were you general 25 manager of?</p>	<p style="text-align: right;">18</p> <p>1 T. M. SIRACUSA 2 A. The manufacturing facility in 3 Norcross, Georgia. 4 Q. So you were general manager of 5 Norcross, Georgia on two -- for two 6 separate tenures? 7 A. Yes. 8 Q. Okay. During what time frame 9 were you initially general manager of 10 Norcross, Georgia? 11 A. 2001 to 2004. 12 Q. Okay. Before that, what was 13 your title? 14 A. Assistant general manager. 15 Q. Of what facility? 16 A. The Norcross, Georgia plant. 17 Q. And during what time frame were 18 you the assistant general manager? 19 A. 1998 to 2001. 20 MS. SLUSARZ: I'm going to 21 take a -- I'd like to take a 22 quick break. I think I may 23 understand what the sound problem 24 is. I just want to screw with 25 something on my computer. So it</p>
<p style="text-align: right;">19</p> <p>1 T. M. SIRACUSA 2 should be about two minutes. 3 Maybe one minute. 4 All right. Thanks. We can 5 just go off the record. 6 --- 7 (Whereupon, a recess was 8 taken at this time.) 9 --- 10 Q. Before you were the assistant 11 general manager of the Norcross 12 facility, what was your title? 13 A. Accountant. 14 Q. And during what time frame were 15 you an accountant? 16 A. 1993 to 1998. 17 Q. And was that your first title at 18 WestRock? 19 A. Yes. 20 Q. In your current role as senior 21 vice president of merchandising 22 displays and graphic solutions, what 23 are your job responsibilities? 24 A. I lead sales and operations for 25 manufacturing plants that produce</p>	<p style="text-align: right;">20</p> <p>1 T. M. SIRACUSA 2 displays and preprint. 3 Q. And is that across 4 United States? I mean, does your job 5 cover the United States or -- 6 A. Yes. 7 Q. -- a different geographic area? 8 A. I have plants in the 9 United States and two in Canada. 10 Q. And how many people report to 11 you directly -- 12 A. Nine. 13 Q. -- in your current role? 14 And what are the titles of the 15 people who report to you? 16 A. Vice president of operations, 17 vice president of sales, senior 18 director of integrated business 19 planning, senior director of creative 20 services, executive assistant. And 21 then I have four graphic business 22 managers. 23 Q. Who is your vice president of 24 sales? 25 A. David Sharp.</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">21</p> <p>1 T. M. SIRACUSA</p> <p>2 Q. And what are his</p> <p>3 responsibilities?</p> <p>4 A. He leads the salespeople for</p> <p>5 merchandising displays.</p> <p>6 Q. And who are the graphics</p> <p>7 business managers?</p> <p>8 A. Richard Shue, Patty Metelko,</p> <p>9 Tony Paterini and Chip Schiffenhaus.</p> <p>10 Q. What are the job</p> <p>11 responsibilities of a graphics business</p> <p>12 manager?</p> <p>13 A. To maintain and grow graphic</p> <p>14 packaging -- graphic packaging sales.</p> <p>15 Q. And how do the graphics business</p> <p>16 managers affect sales?</p> <p>17 A. They help grow sales, so</p> <p>18 increase sales.</p> <p>19 Q. Okay. What do they do to</p> <p>20 increase sales?</p> <p>21 A. They meet with customers and</p> <p>22 discuss graphic solutions.</p> <p>23 Q. Are they assigned customers?</p> <p>24 A. Sometimes.</p> <p>25 Q. When you are assigned customers,</p>	<p style="text-align: right;">22</p> <p>1 T. M. SIRACUSA</p> <p>2 how is it determined who will get the</p> <p>3 customer to work on?</p> <p>4 MS. AGRESTI: Objection.</p> <p>5 Form.</p> <p>6 You may answer.</p> <p>7 A. So some of the graphic business</p> <p>8 managers work for a particular region,</p> <p>9 so if it's a customer in that region.</p> <p>10 Q. Okay. What region does -- does</p> <p>11 Rick Shue work for a specific region?</p> <p>12 A. Yes.</p> <p>13 Q. And what region does he cover?</p> <p>14 A. The North Atlantic.</p> <p>15 Q. Does Patty Metelko work for a</p> <p>16 specific region?</p> <p>17 A. Yes.</p> <p>18 Q. And what region is that?</p> <p>19 A. Southeast.</p> <p>20 Q. Does Tony Paterini cover a</p> <p>21 specific region?</p> <p>22 A. Yes.</p> <p>23 Q. And what region does he cover?</p> <p>24 A. The Midwest.</p> <p>25 Q. And does Chip Schiffenhaus cover</p>
<p style="text-align: right;">23</p> <p>1 T. M. SIRACUSA</p> <p>2 a specific region?</p> <p>3 A. No -- well, all the</p> <p>4 United States.</p> <p>5 Q. Does the corrugated group have</p> <p>6 sales representatives that bring</p> <p>7 customers to the graphics business</p> <p>8 managers?</p> <p>9 MS. AGRESTI: Objection.</p> <p>10 Form.</p> <p>11 You may answer.</p> <p>12 A. Yes.</p> <p>13 Q. You mentioned that Chip</p> <p>14 Schiffenhaus does not have a region.</p> <p>15 Does he have salespeople who bring</p> <p>16 business opportunities to him?</p> <p>17 MS. AGRESTI: Objection.</p> <p>18 Form.</p> <p>19 You may answer.</p> <p>20 A. Can you repeat the question,</p> <p>21 please?</p> <p>22 Q. Does Chip Schiffenhaus,</p> <p>23 specifically, have salespeople who</p> <p>24 bring business opportunities to him?</p> <p>25 A. No.</p>	<p style="text-align: right;">24</p> <p>1 T. M. SIRACUSA</p> <p>2 Q. When did Chip Schiffenhaus</p> <p>3 become a graphic business manager?</p> <p>4 A. I don't know.</p> <p>5 Q. Was it within the last three</p> <p>6 months?</p> <p>7 MS. AGRESTI: Objection.</p> <p>8 Form.</p> <p>9 You may answer.</p> <p>10 A. No.</p> <p>11 Q. Well, am I correct that Marshall</p> <p>12 Krinsky used to be a graphics business</p> <p>13 manager in your department?</p> <p>14 A. Yes, he was.</p> <p>15 Q. And has he been replaced?</p> <p>16 A. No.</p> <p>17 Q. Do you have plans to replace</p> <p>18 him?</p> <p>19 A. I haven't decided yet.</p> <p>20 Q. Does Patty Metelko have</p> <p>21 salespeople who bring business</p> <p>22 opportunities to her?</p> <p>23 A. Yes.</p> <p>24 Q. And are those the salespeople in</p> <p>25 the Southeast region?</p>


KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">25</p> <p>1 T. M. SIRACUSA</p> <p>2 A. Yes.</p> <p>3 Q. Similarly, Tony Paterini, does</p> <p>4 he have salespeople who bring business</p> <p>5 opportunities to him?</p> <p>6 A. Yes.</p> <p>7 Q. And I guess those are</p> <p>8 salespeople in the Midwest region?</p> <p>9 A. Yes.</p> <p>10 Q. The salespeople who develop</p> <p>11 these business opportunities, are they</p> <p>12 paid on a commission or on a salary or</p> <p>13 how are they paid?</p> <p>14 MS. AGRESTI: Objection.</p> <p>15 Form.</p> <p>16 You may answer.</p> <p>17 A. I don't know.</p> <p>18 Q. Who would know?</p> <p>19 A. I would assume our HR team or</p> <p>20 their direct managers.</p> <p>21 Q. So am I correct that the</p> <p>22 salespeople are not in your reporting</p> <p>23 line?</p> <p>24 A. No, they are not.</p> <p>25 Q. Are they part of the corrugated</p>	<p style="text-align: right;">26</p> <p>1 T. M. SIRACUSA</p> <p>2 division?</p> <p>3 A. Yes.</p> <p>4 Q. And who is in charge of the</p> <p>5 sales reps for the corrugated division?</p> <p>6 A. There's multiple sales leaders.</p> <p>7 Q. Okay. Is there one person who</p> <p>8 is the head of sales?</p> <p>9 A. Nickie Parker is somewhat in</p> <p>10 that role. I'm not sure if everyone is</p> <p>11 reporting up to her.</p> <p>12 Q. Did you ever prepare a</p> <p>13 performance evaluation of Mr. Krinsky?</p> <p>14 A. Yes.</p> <p>15 Q. And when did you do that?</p> <p>16 A. Either December 2023 or</p> <p>17 January 2024.</p> <p>18 Q. And what was your assessment of</p> <p>19 Mr. Krinsky's performance?</p> <p>20 A. I rated him an inconsistent.</p> <p>21 MS. SLUSARZ: I'd like to</p> <p>22 mark a document. This is</p> <p>23 Exhibit 1 and it's Bates stamped</p> <p>24 KRIMSKY 58 through KRIMSKY 63.</p> <p>25 ---</p>
<p style="text-align: right;">27</p> <p>1 T. M. SIRACUSA</p> <p>2 (Whereupon, Plaintiff's</p> <p>3 Exhibit 1, a six-page document,</p> <p>4 was marked for identification.)</p> <p>5 ---</p> <p>6 MS. SLUSARZ: I've just</p> <p>7 placed Exhibit 1 in the chat.</p> <p>8 Janice, are you able to access</p> <p>9 it? Do you need me to share it?</p> <p>10 MS. AGRESTI: I am</p> <p>11 downloading it now. I'll let you</p> <p>12 know in a minute.</p> <p>13 MS. SLUSARZ: Okay.</p> <p>14 MS. AGRESTI: Let me just</p> <p>15 make a note here for the witness.</p> <p>16 So there will be documents</p> <p>17 that will be shared with you</p> <p>18 today. At the bottom, they</p> <p>19 either say WestRock and numbers</p> <p>20 and Krinsky or numbers. What</p> <p>21 that means is that the party who</p> <p>22 provided those documents in</p> <p>23 discovery, that's their stamp.</p> <p>24 So the documents you are looking</p> <p>25 at say Krinsky, so Mr. Krinsky</p>	<p style="text-align: right;">28</p> <p>1 T. M. SIRACUSA</p> <p>2 provided these documents.</p> <p>3 If they say WestRock at the</p> <p>4 bottom, we provided those</p> <p>5 documents in this litigation.</p> <p>6 All right. The document is</p> <p>7 open and I have it here. I'm</p> <p>8 going to show it to the witness.</p> <p>9 MS. SLUSARZ: Okay.</p> <p>10 MS. AGRESTI: Just scroll</p> <p>11 through the document and look at</p> <p>12 what you need to look at.</p> <p>13 She's looking through the</p> <p>14 document now.</p> <p>15 MS. SLUSARZ: Sure.</p> <p>16 A. Okay.</p> <p>17 Q. Okay. Do you recognize this</p> <p>18 document?</p> <p>19 A. Yes.</p> <p>20 Q. And what is this document?</p> <p>21 A. It was a performance evaluation</p> <p>22 for Marshall Krinsky for 2023.</p> <p>23 Q. Okay. Is this the entire</p> <p>24 document?</p> <p>25 A. This would have been just my</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">29</p> <p>1 T. M. SIRACUSA 2 manager assessment. There's a 3 self-evaluation that goes with it as 4 well. 5 Q. Okay. What was your -- what 6 were your main areas for concern with 7 Mr. Krinsky's performance? 8 MS. AGRESTI: Objection. 9 Form. 10 You may answer. 11 A. The lack of effort to grow new 12 business. The professionalism that he 13 displayed with his customer and with 14 meetings with me. His inability to use 15 company tools such as Outlook, e-mail, 16 calendar. His inability to use the 17 computer in general and use 18 salesforce.com, which is our CRM 19 system. 20 Q. Did Mr. Krinsky ever receive 21 training on the company tools and 22 computer systems? 23 A. Yes, he did. 24 Q. Were you involved at all in the 25 decision to move Mr. Krinsky into the</p>	<p style="text-align: right;">30</p> <p>1 T. M. SIRACUSA 2 graphics business manager position? 3 A. No. 4 Q. Were you aware of Mr. Krinsky's 5 history with the company as being a 6 sales rep rather than -- an outside 7 sales rep? 8 A. Yes, I'm aware. 9 Q. Okay. So I'm looking at the 10 second to the last page of this 11 document. You talked about 12 Mr. Krinsky's professionalism in 13 meetings. Was the problem that he -- 14 MS. AGRESTI: One second. 15 We're just trying to get to the 16 portion of the document that you 17 are referring to. 18 Are you all looking at 19 page 5, KRIMSKY 62? 20 MS. SLUSARZ: It's Bates 21 stamped KRIMSKY 62. 22 MS. AGRESTI: Okay. 23 MS. SLUSARZ: So yes, I 24 think that is 5. 25 MS. AGRESTI: Okay. Okay.</p>
<p style="text-align: right;">31</p> <p>1 T. M. SIRACUSA 2 It's open. 3 Q. What were the issues with 4 Mr. Krinsky's professionalism in 5 meetings? 6 MS. AGRESTI: I'm sorry. 7 Hold on. Are you referring to 8 "Marshall needs to improve 9 communication skills to a more 10 professional level"? I just want 11 to make sure we're all on the 12 same page. 13 MS. SLUSARZ: Yes. 14 MS. AGRESTI: Okay. Okay. 15 A. So a few things. One, he would 16 come to meetings unprepared. He would 17 use inappropriate language when having 18 conversations with me. 19 Q. Can you give an example of the 20 inappropriate language he's used? 21 A. Yes. So I was having a call one 22 time with him and he was talking about 23 the fucking bee that was swirling 24 around his head and -- so I had to 25 listen to a few minutes of him chasing</p>	<p style="text-align: right;">32</p> <p>1 T. M. SIRACUSA 2 the fucking bee repeatedly. 3 Q. And what was your -- actually, 4 let me reword that. 5 In the previous page, one of the 6 bullet points is that he has to have 7 more effective communication to the 8 customer. What was your observation 9 concerning his communications with the 10 customer? 11 A. So both verbal and written. So 12 from a verbal standpoint, I didn't feel 13 like he was prepared in his 14 communications with customers. And 15 then his verbal communication, his 16 e-mails would be written 17 unprofessionally. So it would be a 18 sentence with an exclamation point, a 19 short sentence with an exclamation 20 point. So I didn't feel like it was 21 very clear and business oriented. 22 Q. Mr. Krinsky was fairly effective 23 as a sales representative; am I 24 correct? 25 MS. AGRESTI: Objection.</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">33</p> <p>1 T. M. SIRACUSA 2 Form. 3 You may answer. 4 A. I didn't work with him closely 5 when he was a sales manager -- oh, I'm 6 sorry, a sales representative, so I 7 can't really speak to that. 8 --- 9 (Begin confidential 10 portion.) 11 --- 12 Confidential  18 (End confidential portion.) 19 --- 20 Q. And is that a -- would you 21 consider that to be a good sales volume 22 for a sales rep? 23 MS. AGRESTI: Objection. 24 Form. 25 You may answer.</p>	<p style="text-align: right;">34</p> <p>1 T. M. SIRACUSA 2 A. I would say average. 3 Q. Do you have direct knowledge of 4 the average sales of the sales reps at 5 WestRock? 6 MS. AGRESTI: Objection. 7 Form. 8 You may answer. 9 A. I don't necessarily see that 10 information. 11 Q. Does anyone in your department 12 receive a commission based on their 13 sales? And I mean as opposed to a 14 bonus -- 15 A. Yes. 16 Q. -- I mean a direct commission. 17 MS. AGRESTI: Objection. 18 Form. 19 You may answer. 20 A. Yes. 21 Q. And who receives commissions in 22 your department? 23 A. So none of my direct reports, 24 but sales reps who sell for 25 merchandising displays receive</p>
<p style="text-align: right;">35</p> <p>1 T. M. SIRACUSA 2 commission. 3 Q. Okay. So there are sales reps 4 in your reporting line? 5 A. Yes. 6 Q. And whom do they report to? 7 A. David Sharp. They report to 8 managers who report to David Sharp. 9 Q. Okay. To your knowledge, did 10 anyone in your reporting line receive a 11 commission for sales to Pepperidge 12 Farms? 13 MS. AGRESTI: Objection. 14 Form. 15 You may answer. 16 A. No. 17 MS. SLUSARZ: I'd like to 18 mark another document. 19 Okay. This is Exhibit 20 No. 2, which is Bates stamped 21 KRIMSKY 39. 22 --- 23 (Whereupon, Plaintiff's 24 Exhibit 2, a document, was marked 25 for identification.)</p>	<p style="text-align: right;">36</p> <p>1 T. M. SIRACUSA 2 --- 3 MS. AGRESTI: Downloading it 4 now. 5 MS. SLUSARZ: Yeah. 6 Q. Please take a look at this 7 document. 8 MS. AGRESTI: Okay. The 9 document is open. 10 MS. SLUSARZ: Okay. 11 MS. AGRESTI: Feel free to 12 scroll through it, if you need 13 to. 14 THE WITNESS: Okay. 15 MS. AGRESTI: We just 16 reviewed the document. 17 Q. Okay. Ms. Siracusa, have you 18 seen this form of a document before? 19 A. No. 20 Q. Okay. And you haven't seen this 21 specific document before either? 22 A. Never. 23 Q. Okay. And just to confirm, you 24 are not aware of anyone receiving a two 25 percent commission -- I'm sorry, who</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">37</p> <p>1 T. M. SIRACUSA 2 received a two percent commission on 3 Pepperidge Farm sales; is that correct? 4 A. That's correct. 5 Q. Okay. Going back to Exhibit 1. 6 Do you have it up? 7 MS. AGRESTI: Yes, it's up. 8 Q. Okay. I'm looking at the second 9 page, which is Bates stamped KRIMSKY 10 59, and the bullet point there starts, 11 "As the representative for Pepperidge 12 Farms, a key account plan and quarterly 13 business reviews organized by Marshall 14 with the customer and WestRock team 15 would have been beneficial in 16 identifying service gaps and 17 strengthening the relationship with the 18 customer. Neither of these have been 19 completed for Pepperidge Farms." 20 Do you see this? Do you see 21 where it says that? 22 A. Yes. 23 Q. How would a key account plan and 24 quarterly business review have helped 25 identify service gaps with Pepperidge</p>	<p style="text-align: right;">38</p> <p>1 T. M. SIRACUSA 2 Farm? 3 A. So to start, a key account plan 4 is an overview of the account in 5 general. So it has key contacts, who 6 is responsibly for what, potential 7 opportunities within the account, level 8 of relationships with different people. 9 So we would typically set that up for 10 all our key accounts so that that is a 11 record that we store in salesforce.com. 12 And then a quarterly business review is 13 an organized meeting that we have with 14 large customers each quarter and there 15 is a specific agenda to that. 16 So you would go over, you know, 17 business forecasts with the customer, 18 how plans are performing, whether it's 19 on-time delivery or any quality issues. 20 You would talk about potential 21 opportunities to work with the 22 customer, sustainability, continuous 23 improvement efforts with them. It's a 24 standard process that we do with large 25 accounts.</p>
<p style="text-align: right;">39</p> <p>1 T. M. SIRACUSA 2 Q. Okay. So Pepperidge Farm is a 3 large account? 4 A. Yes. 5 Q. Just earlier you described 6 Mr. Krinsky's sales to Pepperidge Farm 7 as -- I don't know if I have it down, 8 but it seemed like you thought it was, 9 you know, adequate -- average was the 10 word you used. 11 MS. AGRESTI: Objection. 12 Form. Objection. Form. 13 Q. Okay. Were key account plans 14 always used in the global -- sorry, 15 merchandising display and graphic 16 solutions department? 17 A. It's a common practice in our 18 company. 19 Q. Do you know if they were used in 20 the merchandising display and graphic 21 solution department before you became 22 the senior vice president? 23 A. Yes, they were. 24 Q. Did Mr. Krinsky meet his budget 25 for sales to Pepperidge Farms in 2023?</p>	<p style="text-align: right;">40</p> <p>1 T. M. SIRACUSA 2 A. Yes. 3 --- 4 (Begin confidential 5 portion.) 6 --- 7 Confidential 8 [REDACTED] 9 [REDACTED] 10 [REDACTED] 11 --- 12 (End confidential portion.) 13 --- 14 Q. Did Mr. Krinsky have sales 15 representatives who reported 16 opportunities up to him? 17 A. Not that I am aware of. 18 Q. Okay. So he didn't cover a 19 specific geographic area? 20 A. No. 21 Q. Were the graphic business 22 managers who covered a specific area, 23 were they expected to go out and 24 develop their own sales leads? 25 A. That's part of what they do.</p>

10 (Pages 37 to 40)

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">41</p> <p>1 T. M. SIRACUSA</p> <p>2 Q. Is that a measurable -- is that</p> <p>3 a measured part of their performance</p> <p>4 evaluation, developing sales leads</p> <p>5 independently?</p> <p>6 A. Not specifically, but new</p> <p>7 business would be part of their</p> <p>8 incentive plan.</p> <p>9 Q. But for the graphics business</p> <p>10 managers who represented -- who covered</p> <p>11 a specific territory, new business also</p> <p>12 included new sales leads from the sales</p> <p>13 representatives, correct?</p> <p>14 A. Yes.</p> <p>15 MS. AGRESTI: Objection.</p> <p>16 Form.</p> <p>17 You may answer.</p> <p>18 A. Yes.</p> <p>19 Q. How are quality issues handled,</p> <p>20 you know, customer quality issues</p> <p>21 handled at WestRock?</p> <p>22 A. So typically, a quality issue</p> <p>23 would be communicated to either a sales</p> <p>24 representative or sometimes customer</p> <p>25 service, and then they were logged into</p>	<p style="text-align: right;">42</p> <p>1 T. M. SIRACUSA</p> <p>2 a customer complaint system.</p> <p>3 Q. Could a sales rep call a factory</p> <p>4 and say -- and, you know, stop</p> <p>5 production if there were quality issues</p> <p>6 from that --</p> <p>7 MS. AGRESTI: You went out a</p> <p>8 little bit and then you came</p> <p>9 back --</p> <p>10 MS. SLUSARZ: That's okay.</p> <p>11 It was a painful question anyway.</p> <p>12 MS. AGRESTI: The audio went</p> <p>13 out and in, so we didn't hear the</p> <p>14 whole question.</p> <p>15 MS. SLUSARZ: Just as well.</p> <p>16 Q. If a graphics -- well, do</p> <p>17 graphics business managers visit the</p> <p>18 production sites?</p> <p>19 A. Sometimes, yes.</p> <p>20 Q. Okay. And if they saw a quality</p> <p>21 issue, were they able to, you know,</p> <p>22 stop production right away to have that</p> <p>23 addressed?</p> <p>24 A. They wouldn't necessarily stop</p> <p>25 production because that item might not</p>
<p style="text-align: right;">43</p> <p>1 T. M. SIRACUSA</p> <p>2 be running in our facility. Your</p> <p>3 question is not very clear or maybe</p> <p>4 relevant to what we do.</p> <p>5 Q. Are you aware that there were</p> <p>6 quality issues that -- well, there were</p> <p>7 massive quality issues concerning the</p> <p>8 Pepperidge Farms products that were</p> <p>9 being produced?</p> <p>10 A. Yes.</p> <p>11 MS. AGRESTI: Objection.</p> <p>12 Form.</p> <p>13 You may answer.</p> <p>14 A. Yes.</p> <p>15 Q. And what were the problems?</p> <p>16 A. A majority of our problems were</p> <p>17 with warp.</p> <p>18 Q. Were there any other problems?</p> <p>19 A. I don't know the specifics of</p> <p>20 other problems, if there were more.</p> <p>21 Q. Okay. And the warping, that</p> <p>22 made it impossible to use the products</p> <p>23 in Pepperidge Farm's machines; is that</p> <p>24 correct?</p> <p>25 MS. AGRESTI: Objection.</p>	<p style="text-align: right;">44</p> <p>1 T. M. SIRACUSA</p> <p>2 Form.</p> <p>3 You may answer.</p> <p>4 A. Not impossible, but difficult.</p> <p>5 Q. How long was Pepperidge --</p> <p>6 sorry, strike that.</p> <p>7 How long was WestRock aware of</p> <p>8 the warping issues with Pepperidge Farm</p> <p>9 products?</p> <p>10 A. So I became aware in March of</p> <p>11 last year when Marshall started</p> <p>12 reporting to me. I'm not -- I don't</p> <p>13 know prior to that how long they were</p> <p>14 aware.</p> <p>15 MS. SLUSARZ: Okay. I'd</p> <p>16 like to take a ten-minute break</p> <p>17 at this time. So if we could</p> <p>18 reconvene at 10:40.</p> <p>19 MS. AGRESTI: Okay.</p> <p>20 MS. SLUSARZ: Thanks.</p> <p>21 ---</p> <p>22 (Whereupon, a recess was</p> <p>23 taken at this time.)</p> <p>24 ---</p> <p>25 MS. AGRESTI: Could you read</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">45</p> <p>1 T. M. SIRACUSA 2 back my last question, please. 3 --- 4 (Whereupon, the referred-to 5 question was read back by the 6 stenographer.) 7 --- 8 Q. Okay. So in March 2023, you 9 became aware of the warping issue. Was 10 it ever resolved? 11 MS. AGRESTI: Objection. 12 Form. 13 You may answer. 14 A. So the warping issue at the time 15 at the Willard facility, we lost the 16 business. 17 Q. How would having more meetings 18 with Pepperidge Farm have resolved the 19 warping issue with the Willard 20 facility? 21 A. So typically what would happen 22 is the account manager would be 23 visiting the facility regularly, like 24 Pepperidge Farms facility regularly, to 25 understand and watch and see some of</p>	<p style="text-align: right;">46</p> <p>1 T. M. SIRACUSA 2 the issues. And then their 3 responsibility would be to communicate 4 that back to the operations facility. 5 And then they would work together on a 6 corrective action. 7 Q. Do you know if Mr. Krinsky made 8 visits to Pepperidge Farms 9 headquarters? 10 A. He would tell me that he went to 11 Pepperidge Farms headquarters, but not 12 the manufacturing facilities. 13 Q. Do you think he received 14 different information because he went 15 to headquarters instead of the 16 manufacturing facility? 17 MS. AGRESTI: Objection. 18 Form. 19 You may answer. 20 A. I don't know. 21 Q. When did you first begin to 22 consider terminating Mr. Krinsky's 23 employment? 24 A. Last summer. 25 Q. Was there anything in particular</p>
<p style="text-align: right;">47</p> <p>1 T. M. SIRACUSA 2 that led you to begin considering 3 termination? 4 A. So one, we had been notified of 5 the loss of Pepperidge Farms. And I 6 had been talking to Marshall about 7 growing new business and he had shown 8 no activity around growing any new 9 business. And again, to what I said 10 previously, his unprofessionalism and 11 dealing with the customer as well as -- 12 as me and in other meetings, I did not 13 see the ability for him to continue to 14 grow with WestRock. 15 Q. What was the lack of 16 professionalism with his customers, 17 what did that entail? 18 A. Not coming to a meeting 19 prepared. We had a meeting with the 20 Pepperidge Farm main buyer and Marshall 21 didn't even know the plant manager's 22 name at Willard. So he just didn't 23 have an attention to detail or come 24 prepared to those meetings. 25 Q. Approximately how old is Rick</p>	<p style="text-align: right;">48</p> <p>1 T. M. SIRACUSA 2 Shue? 3 MS. AGRESTI: Objection. 4 Form. 5 A. I don't know. 6 Q. Do you believe he's in his 30s? 7 MS. AGRESTI: Objection. 8 Form. 9 You may answer. 10 A. I would say no. 11 Q. His 40s? 12 A. Maybe. 13 Q. And what about Patty Metelko, 14 approximately how old is she? 15 MS. AGRESTI: Objection. 16 Form. 17 You may answer. 18 A. Maybe in her 50s. 19 Q. And Tony Paterini, approximately 20 how old is he, do you think? 21 MS. AGRESTI: Objection. 22 Form. 23 You may answer. 24 A. Maybe 50s or 60s. 25 Q. And Chip Schifffenhaus,</p>

12 (Pages 45 to 48)

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">49</p> <p>1 T. M. SIRACUSA</p> <p>2 approximately how old do you think he</p> <p>3 is?</p> <p>4 MS. AGRESTI: Objection.</p> <p>5 Form.</p> <p>6 You may answer.</p> <p>7 A. 60s, maybe older, maybe 70s.</p> <p>8 Q. And how old do you believe</p> <p>9 Mr. Krinsky is?</p> <p>10 MS. AGRESTI: Objection.</p> <p>11 Form.</p> <p>12 You may answer.</p> <p>13 A. I don't know how old he is. I'd</p> <p>14 say maybe in his 60s.</p> <p>15 Q. Did you ever comment to</p> <p>16 Mr. Krinsky about his age?</p> <p>17 A. No.</p> <p>18 Q. Are you aware of anyone else</p> <p>19 making comments about Mr. Krinsky's</p> <p>20 age?</p> <p>21 A. I'm not aware of that.</p> <p>22 Q. Are you aware of anyone asking</p> <p>23 Mr. Krinsky when he's going to retire?</p> <p>24 A. I'm not aware of that.</p> <p>25 Q. Are you aware that Mr. Krinsky</p>	<p style="text-align: right;">50</p> <p>1 T. M. SIRACUSA</p> <p>2 had pancreatic cancer?</p> <p>3 A. I'm not aware of that.</p> <p>4 MS. SLUSARZ: I'm going to</p> <p>5 mark another document. And this</p> <p>6 is -- just give me a second.</p> <p>7 Okay. It's KRIMSKY 32.</p> <p>8 Exhibit 3.</p> <p>9 ---</p> <p>10 (Whereupon, Plaintiff's</p> <p>11 Exhibit 3, a spreadsheet, was</p> <p>12 marked for identification.)</p> <p>13 ---</p> <p>14 MS. SLUSARZ: Give me a</p> <p>15 second.</p> <p>16 All right. I have dropped</p> <p>17 it in the chat.</p> <p>18 MS. AGRESTI: We're</p> <p>19 downloading the document.</p> <p>20 MS. SLUSARZ: Sure.</p> <p>21 MS. AGRESTI: Feel free to</p> <p>22 scroll.</p> <p>23 Q. Do you have the document up?</p> <p>24 A. Yes.</p> <p>25 Q. Okay. So before we turn to</p>
<p style="text-align: right;">51</p> <p>1 T. M. SIRACUSA</p> <p>2 this, am I correct that both Rick Shue</p> <p>3 and Mr. Krinsky worked on the</p> <p>4 Pepperidge Farm account?</p> <p>5 A. Yes.</p> <p>6 Q. And how was responsibility for</p> <p>7 Pepperidge Farm divided between them?</p> <p>8 A. You mean as far as the financial</p> <p>9 side or process? I'm not clear on your</p> <p>10 question.</p> <p>11 Q. Okay. Well, did they -- who</p> <p>12 performed what tasks concerning</p> <p>13 Pepperidge Farm account?</p> <p>14 A. So Rick Shue would enter any</p> <p>15 quote requests, he would manage the</p> <p>16 preprint forecast and give that</p> <p>17 information to the preprint team. I</p> <p>18 don't know what he did beyond that.</p> <p>19 Q. Okay. And from a financial</p> <p>20 perspective, how was Pepperidge Farm</p> <p>21 divided between the two of them?</p> <p>22 A. I don't know honestly. I don't</p> <p>23 know exactly.</p> <p>24 Q. Did Mr. Shue have monthly</p> <p>25 meetings with Pepperidge Farm?</p>	<p style="text-align: right;">52</p> <p>1 T. M. SIRACUSA</p> <p>2 A. I know he had regular meetings</p> <p>3 with someone at Pepperidge Farms to</p> <p>4 review forecasts.</p> <p>5 Q. Okay. Did he do quarterly</p> <p>6 business reviews with Pepperidge Farm?</p> <p>7 A. I'm not aware that he did those.</p> <p>8 Q. Okay. Was he at all responsible</p> <p>9 for the quality issues in the Willard</p> <p>10 facility --</p> <p>11 A. No.</p> <p>12 Q. -- where Pepperidge Farm is</p> <p>13 concerned?</p> <p>14 A. No.</p> <p>15 Q. All right. Let's take a look at</p> <p>16 Exhibit 3. Have you seen this document</p> <p>17 before?</p> <p>18 A. Yes.</p> <p>19 Q. And what is this document? It's</p> <p>20 a spreadsheet. What is this</p> <p>21 spreadsheet telling us?</p> <p>22 A. It tracks actual sales compared</p> <p>23 to budget and where that is from an</p> <p>24 incentive payout -- an annual incentive</p> <p>25 payout.</p>

13 (Pages 49 to 52)

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">53</p> <p>1 T. M. SIRACUSA</p> <p>2 Q. Okay. And as of -- I mean this</p> <p>3 doesn't have information in the final</p> <p>4 column for -- I mean it has some</p> <p>5 information, but not a monetary</p> <p>6 information for the actual Pepperidge</p> <p>7 Farm sales in September 2023. But does</p> <p>8 this show that Mr. Krinsky exceeded the</p> <p>9 budget for Pepperidge Farm sales in the</p> <p>10 2023 fiscal year?</p> <p>11 MS. AGRESTI: Objection.</p> <p>12 Form.</p> <p>13 You may answer.</p> <p>14 A. So it does not show that he</p> <p>15 exceeded the budget for the preprint</p> <p>16 rolls. It does show that he exceeded</p> <p>17 budget for Pepperidge on the litho</p> <p>18 packaging.</p> <p>19 Q. Okay. Do you know if by the end</p> <p>20 of the year he met the budget for the</p> <p>21 preprint rolls?</p> <p>22 A. I don't recall off the top of my</p> <p>23 head. I would have to look at the</p> <p>24 report for September.</p> <p>25 Q. Well, looking down at</p>	<p style="text-align: right;">54</p> <p>1 T. M. SIRACUSA</p> <p>2 lithography, am I correct that the</p> <p>3 total amount budgeted -- the total</p> <p>4 sales budgeted for Mr. Krinsky was</p> <p>5 2,525,000?</p> <p>6 A. Yes.</p> <p>7 Q. And that his actual sales for 11</p> <p>8 of the 12 months of the fiscal year was</p> <p>9 7,615,000?</p> <p>10 A. Yes.</p> <p>11 Q. So while he didn't generate the</p> <p>12 new business that was expected, he</p> <p>13 developed -- he generated more than was</p> <p>14 budgeted for his total lithography</p> <p>15 sales, correct?</p> <p>16 MS. AGRESTI: Objection.</p> <p>17 Form.</p> <p>18 You may answer.</p> <p>19 A. Yes. But he did not develop new</p> <p>20 business, which was part of his goals.</p> <p>21 Q. Are you aware that as a</p> <p>22 commission salesperson, Mr. Krinsky</p> <p>23 regularly earned greater than \$500,000</p> <p>24 a year?</p> <p>25 MS. AGRESTI: Objection.</p>
<p style="text-align: right;">55</p> <p>1 T. M. SIRACUSA</p> <p>2 Form.</p> <p>3 You may answer.</p> <p>4 A. I -- Marshall did not report to</p> <p>5 me when he was at that level.</p> <p>6 Q. Okay. I'm just asking if you</p> <p>7 are aware of that fact?</p> <p>8 A. I was aware, yes.</p> <p>9 Q. Okay. And am I correct that</p> <p>10 with the change over to being a</p> <p>11 graphics business manager, the most he</p> <p>12 could hope to receive -- the most he</p> <p>13 could hope to earn was 145,000 in</p> <p>14 salary and \$58,000 in a target bonus?</p> <p>15 MS. AGRESTI: Objection.</p> <p>16 Form.</p> <p>17 You may answer.</p> <p>18 A. Yes, that's correct.</p> <p>19 Q. Okay. So with the job change,</p> <p>20 his income decreased by at least</p> <p>21 \$300,000 --</p> <p>22 MS. AGRESTI: Objection.</p> <p>23 Form.</p> <p>24 Q. -- per year?</p> <p>25 MS. AGRESTI: Objection.</p>	<p style="text-align: right;">56</p> <p>1 T. M. SIRACUSA</p> <p>2 Form.</p> <p>3 You may answer.</p> <p>4 A. I have not seen those numbers.</p> <p>5 Q. Okay. But based on your --</p> <p>6 sorry. Never mind.</p> <p>7 Who is David Steel?</p> <p>8 A. He used to work for Smurfit</p> <p>9 Westrock.</p> <p>10 Q. Okay. And what was his job</p> <p>11 responsibilities?</p> <p>12 A. The graphic business managers</p> <p>13 reported to him.</p> <p>14 Q. Okay. The graphics business</p> <p>15 managers report directly to you now,</p> <p>16 correct?</p> <p>17 A. Yes.</p> <p>18 Q. Okay. When did Mr. Steel leave</p> <p>19 WestRock?</p> <p>20 A. March of 2023.</p> <p>21 Q. And why did he leave?</p> <p>22 A. His position was eliminated.</p> <p>23 Q. Why was it eliminated?</p> <p>24 A. We had an SG&A reduction</p> <p>25 companywide, and when I looked at the</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">57</p> <p>1 T. M. SIRACUSA</p> <p>2 positions that I had, I didn't feel</p> <p>3 that it was adding value.</p> <p>4 Q. What does SG&A reduction mean?</p> <p>5 A. We reduce the number of people</p> <p>6 that we have working for the company.</p> <p>7 Q. Okay. Was it -- does -- do the</p> <p>8 initials SG&A stand for something?</p> <p>9 A. Selling, general and</p> <p>10 administration.</p> <p>11 MS. SLUSARZ: I'd like to</p> <p>12 mark a document. I guess we're</p> <p>13 up to Exhibit 4.</p> <p>14 ---</p> <p>15 (Whereupon, Plaintiff's</p> <p>16 Exhibit 4, a three-page document,</p> <p>17 was marked for identification.)</p> <p>18 ---</p> <p>19 Q. Please take a look at what's</p> <p>20 been marked as Exhibit 4. It is Bates</p> <p>21 stamped KRIMSKY 52 through 54.</p> <p>22 MS. AGRESTI: We just got</p> <p>23 the document in the chat. I'm</p> <p>24 downloading it now.</p> <p>25 The document is in front of</p>	<p style="text-align: right;">58</p> <p>1 T. M. SIRACUSA</p> <p>2 her, but she's going to look</p> <p>3 through it first.</p> <p>4 MS. SLUSARZ: Sure.</p> <p>5 MS. AGRESTI: Feel free to</p> <p>6 zoom in here.</p> <p>7 A. Okay. I've reviewed.</p> <p>8 Q. Okay. Have you seen this</p> <p>9 document before?</p> <p>10 A. No.</p> <p>11 Q. Okay. So you don't know who</p> <p>12 prepared it or the circumstances of</p> <p>13 this?</p> <p>14 A. I don't know who prepared it.</p> <p>15 Q. Okay. Do you know what it is?</p> <p>16 A. It looks like a document on how</p> <p>17 the process for handling customer</p> <p>18 issues at Pepperidge Farms in Denver,</p> <p>19 Pennsylvania.</p> <p>20 Q. Okay.</p> <p>21 MS. AGRESTI: I just note</p> <p>22 for the record that the witness</p> <p>23 has testified she's never seen</p> <p>24 this document before, so to the</p> <p>25 extent that she is explaining</p>
<p style="text-align: right;">59</p> <p>1 T. M. SIRACUSA</p> <p>2 what it is, it would only be</p> <p>3 based on what is presented to her</p> <p>4 on face value for this document</p> <p>5 as she has no personal knowledge</p> <p>6 of this document.</p> <p>7 MS. SLUSARZ: Understood.</p> <p>8 I'm going to mark another</p> <p>9 exhibit. Exhibit 5, which is</p> <p>10 Bates stamped KRIMSKY 101 through</p> <p>11 109 -- sorry, 110.</p> <p>12 ---</p> <p>13 (Whereupon, Plaintiff's</p> <p>14 Exhibit 5, a ten-page document,</p> <p>15 was marked for identification.)</p> <p>16 ---</p> <p>17 MS. SLUSARZ: Okay. It is</p> <p>18 in the chat now.</p> <p>19 MS. AGRESTI: We're</p> <p>20 downloading it now.</p> <p>21 All right. It's ten pages'</p> <p>22 worth of documents, so just give</p> <p>23 us a few minutes. She'll go</p> <p>24 through the document now.</p> <p>25 MS. SLUSARZ: Okay.</p>	<p style="text-align: right;">60</p> <p>1 T. M. SIRACUSA</p> <p>2 A. Okay. I've reviewed.</p> <p>3 Q. Okay. Turning to the second to</p> <p>4 the last page, it's page 8, Bates</p> <p>5 stamped KRIMSKY 108. It says, "On</p> <p>6 Monday, 10/30, Chris, Lisa and myself</p> <p>7 visited the Pepperidge Farm Denver, PA</p> <p>8 facility. We met with the Pepperidge</p> <p>9 Farm team, Matt, Patrick and Bronwyn.</p> <p>10 Bronwyn will be phasing out of the</p> <p>11 quality roll and Patrick will be taking</p> <p>12 over."</p> <p>13 Do you see that?</p> <p>14 A. Yes.</p> <p>15 Q. Okay. So Rick Shue did visit</p> <p>16 the Pepperidge Farm manufacturing</p> <p>17 facilities, correct?</p> <p>18 MS. AGRESTI: Objection.</p> <p>19 Form.</p> <p>20 You may answer.</p> <p>21 A. He did.</p> <p>22 Q. Okay. Who is Davin Carr?</p> <p>23 A. He's the quality manager.</p> <p>24 Q. Okay. Is he in your reporting</p> <p>25 line?</p>

15 (Pages 57 to 60)

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">61</p> <p>1 T. M. SIRACUSA</p> <p>2 A. Yes.</p> <p>3 MS. AGRESTI: Objection as</p> <p>4 to the term "reporting line."</p> <p>5 But you may answer.</p> <p>6 A. Yes, he's in my reporting line.</p> <p>7 Q. Okay. Who is Jessica</p> <p>8 Mastronicola?</p> <p>9 A. I don't know exactly what her</p> <p>10 role is.</p> <p>11 Q. Okay. Do you know who Chris</p> <p>12 Schroll is?</p> <p>13 A. I do not know who -- I do not</p> <p>14 know what his role is. I've heard the</p> <p>15 name.</p> <p>16 Q. What about Lisa Shuey?</p> <p>17 A. Yeah, she is an account manager</p> <p>18 in my reporting line.</p> <p>19 Q. Is an account manager different</p> <p>20 from a graphics business manager?</p> <p>21 A. Yes.</p> <p>22 Q. What do account managers do?</p> <p>23 A. More of a support role. So they</p> <p>24 support salespeople or accounts in</p> <p>25 doing some of, you know, administrative</p>	<p style="text-align: right;">62</p> <p>1 T. M. SIRACUSA</p> <p>2 work, work on different projects.</p> <p>3 Q. And did she report to you or did</p> <p>4 she report to someone else?</p> <p>5 A. She reports to someone else.</p> <p>6 Q. Okay. To whom does she report?</p> <p>7 A. I don't know exactly.</p> <p>8 Q. Okay. And who is Tom Rossi?</p> <p>9 A. He's vice president of</p> <p>10 operations.</p> <p>11 Q. Does he report to you?</p> <p>12 A. Yes.</p> <p>13 Q. If you notice in the third</p> <p>14 paragraph, it says, "The main topic of</p> <p>15 discussion was about the NC's."</p> <p>16 Do you know what NC stands for?</p> <p>17 A. Nonconformance.</p> <p>18 Q. Okay. So those are quality</p> <p>19 issues?</p> <p>20 A. Yes.</p> <p>21 Q. How did the -- well, based on</p> <p>22 this document, how well did the meeting</p> <p>23 at the Denver, Pennsylvania facility</p> <p>24 go?</p> <p>25 MS. AGRESTI: Objection.</p>
<p style="text-align: right;">63</p> <p>1 T. M. SIRACUSA</p> <p>2 Form.</p> <p>3 You may answer.</p> <p>4 A. So I was not there, but I heard</p> <p>5 that the meeting went well, that we</p> <p>6 helped them identify issues.</p> <p>7 Q. What were the issues we helped</p> <p>8 -- you helped them to identify?</p> <p>9 MS. AGRESTI: Objection.</p> <p>10 Form.</p> <p>11 You may answer.</p> <p>12 A. So I wasn't there, but what was</p> <p>13 identified were reasons for warp or</p> <p>14 reasons why they were having that</p> <p>15 problem.</p> <p>16 Q. Okay. At the very beginning of</p> <p>17 the document, there's an e-mail from</p> <p>18 David Sharp to Marshall Krinsky, Rich</p> <p>19 Shue, Davin Carr and Tom Rossi --</p> <p>20 MS. AGRESTI: Hold on. When</p> <p>21 you say the beginning of the</p> <p>22 document, do you mean</p> <p>23 chronologically or do you mean</p> <p>24 the top of the -- like page 1 of</p> <p>25 the document?</p>	<p style="text-align: right;">64</p> <p>1 T. M. SIRACUSA</p> <p>2 MS. SLUSARZ: Page 1.</p> <p>3 MS. AGRESTI: All right.</p> <p>4 Hold on. She's getting there.</p> <p>5 Okay. Is it the bottom of</p> <p>6 page 1?</p> <p>7 MS. SLUSARZ: Yes.</p> <p>8 MS. AGRESTI: You said an</p> <p>9 e-mail from David Sharp? Is that</p> <p>10 the one, December 18, 2023, 8:12</p> <p>11 p.m.?</p> <p>12 MS. SLUSARZ: Yes.</p> <p>13 MS. AGRESTI: Okay. We're</p> <p>14 there now.</p> <p>15 Q. Okay. It says, "Marshall, we</p> <p>16 can certainly have QA add your name to</p> <p>17 the file they are currently updating."</p> <p>18 Do you know what file he's</p> <p>19 referring to?</p> <p>20 A. I do not. I do not.</p> <p>21 Q. Okay. Is there any reason why</p> <p>22 Mr. Krinsky's name would not be</p> <p>23 included on a file that relates to the</p> <p>24 Pepperidge Farm business?</p> <p>25 MS. AGRESTI: Objection.</p>

16 (Pages 61 to 64)

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">65</p> <p>1 T. M. SIRACUSA</p> <p>2 Form.</p> <p>3 You may answer.</p> <p>4 A. I don't know specifically why</p> <p>5 they didn't put his name on that</p> <p>6 report, but he usually wasn't very</p> <p>7 responsive on those issues, so I would</p> <p>8 assume that they excluded him for that,</p> <p>9 but I don't know the exact reason.</p> <p>10 Q. You testified earlier that</p> <p>11 WestRock lost the business in the</p> <p>12 Willard facility. I believe that's</p> <p>13 what you said; was that -- am I</p> <p>14 correct?</p> <p>15 A. That's correct.</p> <p>16 Q. And what was the business in the</p> <p>17 Willard facility?</p> <p>18 A. It was a packaging business.</p> <p>19 Q. Okay. Was it any specific</p> <p>20 packaging for Pepperidge Farm?</p> <p>21 A. I don't know specifically what</p> <p>22 product they made at Willard.</p> <p>23 Q. Did WestRock make products for</p> <p>24 Pepperidge Farm in other facilities?</p> <p>25 A. Yes -- wait, repeat that</p>	<p style="text-align: right;">66</p> <p>1 T. M. SIRACUSA</p> <p>2 question.</p> <p>3 Q. Did WestRock make products for</p> <p>4 Pepperidge Farm in facilities other</p> <p>5 than Willard?</p> <p>6 A. For Pepperidge Farms?</p> <p>7 Q. Yeah.</p> <p>8 A. Yes.</p> <p>9 Q. Does Pepperidge Farm currently</p> <p>10 do business with WestRock?</p> <p>11 A. Yes.</p> <p>12 Q. And to the extent you know, what</p> <p>13 are their sales to date from the end of</p> <p>14 the last fiscal year to date?</p> <p>15 ---</p> <p>16 (Begin confidential</p> <p>17 portion.)</p> <p>18 ---</p> <p>19 Confidential</p> <p>20 [REDACTED]</p> <p>21 [REDACTED]</p> <p>22 [REDACTED]</p> <p>23 (End confidential portion.)</p> <p>24 ---</p> <p>25 MS. AGRESTI: I'll just ask</p>
<p style="text-align: right;">67</p> <p>1 T. M. SIRACUSA</p> <p>2 that those numbers be marked</p> <p>3 confidential. Further, I believe</p> <p>4 earlier there was testimony about</p> <p>5 approximate numbers as well</p> <p>6 related to Pepperidge Farm, and</p> <p>7 we ask that any client financials</p> <p>8 be marked confidential in the</p> <p>9 file throughout.</p> <p>10 MS. SLUSARZ: I have no</p> <p>11 objection.</p> <p>12 MS. AGRESTI: Thank you.</p> <p>13 Q. And just so we're clear, the</p> <p>14 fiscal year began on October 1, 2023,</p> <p>15 correct?</p> <p>16 A. Yes.</p> <p>17 Q. Do you believe that Mr. Krinsky</p> <p>18 was well-suited for the position of</p> <p>19 graphics business manager?</p> <p>20 MS. AGRESTI: Objection.</p> <p>21 Form.</p> <p>22 You may answer.</p> <p>23 A. No.</p> <p>24 Q. And why not?</p> <p>25 A. Again, I go back to what I have</p>	<p style="text-align: right;">68</p> <p>1 T. M. SIRACUSA</p> <p>2 said in the past, just his willingness</p> <p>3 and ability to grow the business, learn</p> <p>4 salesforce.com, learn WestRock's tools</p> <p>5 to be able to sell, his use of</p> <p>6 technology and how he communicates with</p> <p>7 customers, I didn't feel was aligned</p> <p>8 with how we do business.</p> <p>9 Q. Was he a bit of a dinosaur?</p> <p>10 MS. AGRESTI: Objection.</p> <p>11 Form. What do you mean by that,</p> <p>12 Counsel?</p> <p>13 MS. SLUSARZ: It's a</p> <p>14 metaphor.</p> <p>15 MS. AGRESTI: No. No.</p> <p>16 That's not an answer. So we're</p> <p>17 not answering that. We need that</p> <p>18 to be -- what does a metaphor</p> <p>19 mean?</p> <p>20 MS. SLUSARZ: No, no. A</p> <p>21 metaphor. A dinosaur is a</p> <p>22 metaphor.</p> <p>23 MS. AGRESTI: Objection to</p> <p>24 form.</p> <p>25 You may answer.</p>

17 (Pages 65 to 68)

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">69</p> <p>1 T. M. SIRACUSA</p> <p>2 A. I'm not clear on that question.</p> <p>3 Q. Well, do you believe that</p> <p>4 Mr. Krinsky was too old to learn the</p> <p>5 technology needed to be a successful</p> <p>6 graphics business manager?</p> <p>7 A. No.</p> <p>8 Q. What were the reasons you placed</p> <p>9 Mr. Krinsky on a performance</p> <p>10 improvement plan?</p> <p>11 A. Because he didn't show the</p> <p>12 willingness or the ability to do the</p> <p>13 role.</p> <p>14 Q. Okay. And was Rick Shue placed</p> <p>15 on any performance improvement plan for</p> <p>16 the loss of the Pepperidge Farm</p> <p>17 business?</p> <p>18 MS. AGRESTI: Objection.</p> <p>19 Form.</p> <p>20 You may answer.</p> <p>21 A. No.</p> <p>22 Q. Did he receive any kind of</p> <p>23 discipline for the loss of the</p> <p>24 Pepperidge Farm business?</p> <p>25 MS. AGRESTI: Objection.</p>	<p style="text-align: right;">70</p> <p>1 T. M. SIRACUSA</p> <p>2 Form.</p> <p>3 You may answer.</p> <p>4 A. No. But neither did Marshall.</p> <p>5 Q. Okay. Did he suffer any, you</p> <p>6 know, adverse ramifications for the</p> <p>7 loss of the Pepperidge Farm business?</p> <p>8 MS. AGRESTI: Objection. To</p> <p>9 the extent that that's calling</p> <p>10 for a legal conclusion, she will</p> <p>11 not answer. I don't know if you</p> <p>12 want to rephrase.</p> <p>13 Q. Did he suffer any harm from</p> <p>14 the -- sorry.</p> <p>15 Did Mr. Shue suffer any harm</p> <p>16 from the loss of the Pepperidge Farm</p> <p>17 business?</p> <p>18 MS. AGRESTI: Objection.</p> <p>19 Form.</p> <p>20 You may answer.</p> <p>21 A. It would have impacted his</p> <p>22 financial incentive.</p> <p>23 MS. SLUSARZ: Okay. I'd</p> <p>24 like to mark a document. And</p> <p>25 this is Exhibit 6 --</p>
<p style="text-align: right;">71</p> <p>1 T. M. SIRACUSA</p> <p>2 MS. AGRESTI: Can we just</p> <p>3 take a five-minute break --</p> <p>4 MS. SLUSARZ: Sure.</p> <p>5 MS. AGRESTI: -- I just need</p> <p>6 to use the ladies' room.</p> <p>7 Okay.</p> <p>8 MS. SLUSARZ: Absolutely.</p> <p>9 MS. AGRESTI: Thank you.</p> <p>10 MS. SLUSARZ: Let's just</p> <p>11 reconvene at 11:30.</p> <p>12 MS. AGRESTI: Okay. Sounds</p> <p>13 good. Thank you.</p> <p>14 ---</p> <p>15 (Whereupon, a recess was</p> <p>16 taken at this time.)</p> <p>17 ---</p> <p>18 MS. SLUSARZ: I'll mark it</p> <p>19 Exhibit 6.</p> <p>20 ---</p> <p>21 (Whereupon, Plaintiff's</p> <p>22 Exhibit 6, a three-page document,</p> <p>23 was marked for identification.)</p> <p>24 ---</p> <p>25 Q. Okay. So Exhibit 6, I just</p>	<p style="text-align: right;">72</p> <p>1 T. M. SIRACUSA</p> <p>2 placed in the chat. It is Bates</p> <p>3 stamped KRIMSKY 55 through KRIMSKY 57.</p> <p>4 MS. AGRESTI: We're</p> <p>5 downloading it now.</p> <p>6 Feel free to scroll through</p> <p>7 it and then just let them know</p> <p>8 when you are ready.</p> <p>9 A. Okay. I've reviewed.</p> <p>10 Q. Okay. Have you seen this</p> <p>11 document before?</p> <p>12 A. Yes.</p> <p>13 Q. And what is this document?</p> <p>14 A. It's a performance improvement</p> <p>15 plan that was presented to Marshall.</p> <p>16 Q. And did you present this to him</p> <p>17 on or about January 15, 2024?</p> <p>18 A. Yes.</p> <p>19 Q. What were the -- what are the</p> <p>20 actions that Mr. Krinsky was required</p> <p>21 to take under this performance</p> <p>22 improvement plan?</p> <p>23 A. So he had to complete a key</p> <p>24 account plan for Campbell's. He had to</p> <p>25 achieve sales --</p>

18 (Pages 69 to 72)

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">73</p> <p>1 T. M. SIRACUSA</p> <p>2 Q. Sorry. I was just going to say</p> <p>3 Campbell's is the parent company for</p> <p>4 Pepperidge Farm, correct?</p> <p>5 A. Yes.</p> <p>6 Q. Okay. I'm sorry. Would you</p> <p>7 please continue.</p> <p>8 A. Achieve sales revenue of at</p> <p>9 least \$10 million in fiscal year '24 by</p> <p>10 qualified three new accounts to</p> <p>11 generate sales for WestRock. Also, he</p> <p>12 had to submit a detailed written plan</p> <p>13 to achieve the \$10 million. He had to</p> <p>14 coordinate a monthly meeting with the</p> <p>15 operations team to review the</p> <p>16 Campbell's account. And so have a</p> <p>17 regular cadence to review new items,</p> <p>18 forecast, quality issues. Create an</p> <p>19 agenda for that meeting and set that</p> <p>20 meeting up via Teams.</p> <p>21 He had to complete training for</p> <p>22 Microsoft Outlook and Teams. So the</p> <p>23 ability to use -- utilize Outlook and</p> <p>24 utilize Teams for meetings and</p> <p>25 presentations. He had to complete</p>	<p style="text-align: right;">74</p> <p>1 T. M. SIRACUSA</p> <p>2 Salesforce training so that he could</p> <p>3 enter new opportunities and information</p> <p>4 into Salesforce. And then maintain an</p> <p>5 active pipeline in Salesforce.</p> <p>6 Q. Were these action items feasible</p> <p>7 in a 60-day period?</p> <p>8 MS. AGRESTI: Objection.</p> <p>9 Form.</p> <p>10 You may answer.</p> <p>11 A. Absolutely, yes.</p> <p>12 Q. Okay. What about achieving</p> <p>13 \$10 million in sales for the remainder</p> <p>14 of fiscal year 2024 --</p> <p>15 MS. AGRESTI: Objection.</p> <p>16 Form.</p> <p>17 You may answer.</p> <p>18 Q. -- was that feasible?</p> <p>19 MS. AGRESTI: Objection.</p> <p>20 Form.</p> <p>21 You may answer.</p> <p>22 A. Yes.</p> <p>23 Q. And how was Mr. Krinsky expected</p> <p>24 to go out and generate this \$10 million</p> <p>25 in sales?</p>
<p style="text-align: right;">75</p> <p>1 T. M. SIRACUSA</p> <p>2 MS. AGRESTI: Objection.</p> <p>3 Form.</p> <p>4 You may answer.</p> <p>5 A. So that would start -- he would</p> <p>6 prospect new accounts. He would reach</p> <p>7 out to those new accounts and use his</p> <p>8 sales ability to sell new accounts.</p> <p>9 Q. Were you planning to terminate</p> <p>10 Mr. Krinsky's employment when you</p> <p>11 issued this performance improvement</p> <p>12 plan to him?</p> <p>13 A. No, not if he could meet the</p> <p>14 requirements of the performance</p> <p>15 improvement plan.</p> <p>16 Q. But had you had any discussions</p> <p>17 with anyone about the possibility of</p> <p>18 terminating Mr. Krinsky's employment by</p> <p>19 the time you issued this performance</p> <p>20 improvement plan?</p> <p>21 A. I had conversations with our</p> <p>22 legal counsel.</p> <p>23 Q. Anyone else?</p> <p>24 MS. AGRESTI: I'm sorry. I</p> <p>25 just want to get something on the</p>	<p style="text-align: right;">76</p> <p>1 T. M. SIRACUSA</p> <p>2 record. I think previously you</p> <p>3 asked about if \$10 million sales</p> <p>4 is feasible in a 60-day period.</p> <p>5 I think that's a</p> <p>6 misrepresentation of the document</p> <p>7 here. It says that in a 60-day</p> <p>8 period --</p> <p>9 MS. SLUSARZ: Well --</p> <p>10 MS. AGRESTI: -- a 60-day</p> <p>11 period and there was a March 1st</p> <p>12 deadline for a task, but that was</p> <p>13 not necessarily what was -- how</p> <p>14 the question was framed. It was</p> <p>15 framed as if it was \$10 million</p> <p>16 in sales in a 60-day period.</p> <p>17 MS. SLUSARZ: Are you</p> <p>18 testifying, Counselor?</p> <p>19 MS. AGRESTI: No, I'm</p> <p>20 basically correcting what you</p> <p>21 testified, which was, again,</p> <p>22 inaccurate.</p> <p>23 MS. SLUSARZ: No, you are</p> <p>24 correcting a question that was</p> <p>25 answered and trying to testify as</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">77</p> <p>1 T. M. SIRACUSA</p> <p>2 to what the question was asking.</p> <p>3 I mean, my question either made</p> <p>4 sense or it didn't. I'm not too</p> <p>5 worried about it.</p> <p>6 MS. AGRESTI: I understand</p> <p>7 you are not too worried about it,</p> <p>8 but I needed to clarify that the</p> <p>9 question that you asked was not</p> <p>10 based on what the document said.</p> <p>11 MS. SLUSARZ: So you're</p> <p>12 interpreting the document?</p> <p>13 MS. AGRESTI: No, you were.</p> <p>14 MS. SLUSARZ: Anyway.</p> <p>15 Q. Did you have conversations with</p> <p>16 anyone other than legal concerning the</p> <p>17 termination of Mr. Krinsky's</p> <p>18 employment?</p> <p>19 A. The HR manager.</p> <p>20 Q. And who is the HR manager?</p> <p>21 A. Carrie Robards.</p> <p>22 Q. What did you discuss with</p> <p>23 Ms. Robards?</p> <p>24 A. Marshall's deficiencies and how</p> <p>25 he was not meeting the requirements of</p>	<p style="text-align: right;">78</p> <p>1 T. M. SIRACUSA</p> <p>2 the role.</p> <p>3 Q. When did you first have</p> <p>4 discussions with Ms. Robards about</p> <p>5 terminating Mr. Krinsky's employment?</p> <p>6 MS. AGRESTI: Objection.</p> <p>7 Form.</p> <p>8 You may answer.</p> <p>9 A. I don't recall exactly.</p> <p>10 Q. Was it in -- do you recall if it</p> <p>11 was in 2023?</p> <p>12 A. Yes, it would have been, because</p> <p>13 I rated him inconsistent on his</p> <p>14 performance review, so I would have had</p> <p>15 those conversations with her.</p> <p>16 Q. And did Ms. Robards have any</p> <p>17 suggestions for you about how to</p> <p>18 proceed?</p> <p>19 A. No.</p> <p>20 Q. Did she say anything to you in</p> <p>21 your discussions about terminating</p> <p>22 Mr. Krinsky's employment?</p> <p>23 A. She just guided me to document</p> <p>24 on his performance review.</p> <p>25 Q. Did you have any discussion with</p>
<p style="text-align: right;">79</p> <p>1 T. M. SIRACUSA</p> <p>2 Ms. Robards about the performance</p> <p>3 improvement plan that's Exhibit 6?</p> <p>4 A. Yes.</p> <p>5 Q. And what are the nature of those</p> <p>6 discussions?</p> <p>7 MS. AGRESTI: Objection.</p> <p>8 To the extent that any of</p> <p>9 those conversations were had with</p> <p>10 legal counsel present, you are</p> <p>11 not to testify about the contents</p> <p>12 of those conversations, only</p> <p>13 conversations that were not with</p> <p>14 legal present.</p> <p>15 THE WITNESS: Okay.</p> <p>16 A. They would have been with legal</p> <p>17 counsel present.</p> <p>18 MS. SLUSARZ: Okay. I'd</p> <p>19 like to mark another exhibit.</p> <p>20 One second.</p> <p>21 ---</p> <p>22 (Whereupon, Plaintiff's</p> <p>23 Exhibit 7, a five-page document,</p> <p>24 was marked for identification.)</p> <p>25 ---</p>	<p style="text-align: right;">80</p> <p>1 T. M. SIRACUSA</p> <p>2 MS. SLUSARZ: All right.</p> <p>3 Exhibit 7 is in the chat. It is</p> <p>4 Bates stamped KRIMSKY 65 through</p> <p>5 KRIMSKY 69.</p> <p>6 MS. AGRESTI: We're opening</p> <p>7 up the document now.</p> <p>8 Okay. The witness has the</p> <p>9 document, but she's going to look</p> <p>10 through it first.</p> <p>11 A. Okay. I've reviewed.</p> <p>12 Q. All right. Have you seen this</p> <p>13 document before?</p> <p>14 A. Yes.</p> <p>15 Q. And what is this document?</p> <p>16 A. It's an update on Marshall's</p> <p>17 performance improvement plan and an</p> <p>18 extension of it.</p> <p>19 Q. Okay. And it was extended for</p> <p>20 30 days?</p> <p>21 A. Yes.</p> <p>22 Q. Well, let's take a look at the</p> <p>23 action items.</p> <p>24 Did Mr. Krinsky complete a key</p> <p>25 account plan for Campbell's?</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">81</p> <p>1 T. M. SIRACUSA</p> <p>2 A. Yes, with some help.</p> <p>3 Q. Okay. Did he prepare a detailed</p> <p>4 plan to achieve \$10 million in sales in</p> <p>5 fiscal year 2024?</p> <p>6 A. He prepared a plan. I would not</p> <p>7 consider it detailed. It was not</p> <p>8 well-done and unprofessional.</p> <p>9 Q. Did you provide him with a form</p> <p>10 of what the business plan should look</p> <p>11 like?</p> <p>12 A. So I provided him the</p> <p>13 opportunity to meet with my sales</p> <p>14 leader, David Sharp, which he did. And</p> <p>15 David gave him specific commentary and</p> <p>16 feedback on how to prepare that.</p> <p>17 Q. To your knowledge, did Mr. Sharp</p> <p>18 give him a form that he could use or a</p> <p>19 template for the business plan?</p> <p>20 A. I don't know if he provided him</p> <p>21 anything in writing, but David,</p> <p>22 afterwards, sent me an outline of what</p> <p>23 they discussed.</p> <p>24 Q. Did he send that via e-mail?</p> <p>25 A. Yes.</p>	<p style="text-align: right;">82</p> <p>1 T. M. SIRACUSA</p> <p>2 Q. Do you know if legal counsel was</p> <p>3 copied on that e-mail?</p> <p>4 A. I do not know.</p> <p>5 Q. Okay. Did Mr. Krinsky set up a</p> <p>6 regular cadence for Teams meetings with</p> <p>7 the WestRock operation team?</p> <p>8 A. No.</p> <p>9 Q. Did he have any meetings with</p> <p>10 the WestRock operations team during</p> <p>11 that --</p> <p>12 A. No.</p> <p>13 Q. -- period between January 15,</p> <p>14 2024 and April 26, 2024?</p> <p>15 A. He did not set up any meetings</p> <p>16 with the operations team.</p> <p>17 Q. Okay. He did complete his</p> <p>18 training with Microsoft Office and</p> <p>19 Teams, though, correct?</p> <p>20 A. Yes.</p> <p>21 Q. And he did complete his training</p> <p>22 for Salesforce, correct?</p> <p>23 A. He says he did. There's no way</p> <p>24 for me to verify that.</p> <p>25 Q. What about maintaining an active</p>
<p style="text-align: right;">83</p> <p>1 T. M. SIRACUSA</p> <p>2 pipeline in Salesforce?</p> <p>3 A. He did not do that.</p> <p>4 Q. Okay. When did you make the</p> <p>5 decision to terminate Mr. Krinsky's</p> <p>6 employment?</p> <p>7 A. At the end of this 30-day</p> <p>8 extension.</p> <p>9 Q. So that was around May 26th?</p> <p>10 MS. AGRETI: Objection.</p> <p>11 Form.</p> <p>12 You may answer.</p> <p>13 A. Somewhere around that time</p> <p>14 frame.</p> <p>15 Q. When did you inform Mr. Krinsky</p> <p>16 that his employment was terminated?</p> <p>17 A. I don't recall the exact date.</p> <p>18 Q. How did you terminate</p> <p>19 Mr. Krinsky's employment? How did you</p> <p>20 communicate it to him that his</p> <p>21 employment was terminated?</p> <p>22 A. What did I say?</p> <p>23 Q. No. I mean, was it a</p> <p>24 face-to-face meeting? Was it a Teams</p> <p>25 meeting? Was it by telephone?</p>	<p style="text-align: right;">84</p> <p>1 T. M. SIRACUSA</p> <p>2 A. It was a Teams meeting with</p> <p>3 Marshall and our HR manager.</p> <p>4 Q. Was that Carrie Robards?</p> <p>5 A. Yes.</p> <p>6 Q. And what did you say to</p> <p>7 Mr. Krinsky?</p> <p>8 A. I don't remember the exact</p> <p>9 words, but it would have been somewhere</p> <p>10 along the lines of because he didn't</p> <p>11 meet the requirements of the</p> <p>12 performance improvement plan, that we</p> <p>13 are going to terminate his employment</p> <p>14 with WestRock.</p> <p>15 Q. And what did Mr. Krinsky say in</p> <p>16 response?</p> <p>17 A. Okay.</p> <p>18 Q. Anything else?</p> <p>19 A. He asked about severance.</p> <p>20 Q. Okay. And was he offered a</p> <p>21 severance package?</p> <p>22 A. Yes.</p> <p>23 Q. What facility do you work out</p> <p>24 of?</p> <p>25 A. Atlanta. Our corporate office.</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024


<p style="text-align: right;">85</p> <p>1 T. M. SIRACUSA 2 MS. SLUSARZ: I'd like to 3 take a short break 'cause I need 4 to print out a document. I'm 5 getting close to the end, so I 6 don't think it makes sense for us 7 to break for lunch right now, but 8 if we can break until 11:55, I'll 9 have the document and I can 10 quickly go through it. 11 MS. AGRESTI: Sounds good. 12 --- 13 (Whereupon, a recess was 14 taken at this time.) 15 --- 16 Q. Okay. I just have a few 17 questions. 18 Ms. Siracusa, why was 19 Mr. Krinsky moved to the position of 20 graphics business manager instead of 21 remaining a sales representative in the 22 corrugated division? 23 A. I don't know exactly the 24 reasoning why, but at the time the 25 plant that he sold for was closed.</p>	<p style="text-align: right;">86</p> <p>1 T. M. SIRACUSA 2 Like WestRock made the decision to 3 close that plant and so there wasn't 4 like a local plant for him to sell for. 5 Q. Okay. Under Mr. Krinsky's 6 compensation plan that started, I 7 guess, October 1, 2022, I believe you 8 testified earlier that he earned less 9 than he earned when he was being paid a 10 commission; is that correct? 11 MS. AGRESTI: Objection. 12 Form. 13 You may answer. 14 A. Yes. 15 Q. Okay. Is your compensation or 16 was your compensation in fiscal year 17 2023 at all tied to the profitability 18 of the merchandising display and 19 graphics solutions business? 20 MS. AGRESTI: Objection. 21 Form. 22 You may answer. 23 A. No. It's tied to the 24 profitability of the company. 25 Q. Okay. Was any aspect of it</p>
<p style="text-align: right;">87</p> <p>1 T. M. SIRACUSA 2 affected by the company paying -- by 3 the company keeping more of the revenue 4 from Pepperidge Farm? 5 MS. AGRESTI: Objection. 6 Form. 7 You may answer. 8 A. Can you repeat the question, 9 please? 10 Q. Was your compensation affected 11 in any way by the fact that the company 12 kept more of its revenue from 13 Pepperidge Farm? 14 MS. AGRESTI: Objection. 15 Form. 16 You may answer. 17 A. I don't know. I don't know 18 exactly how everything is calculated. 19 MS. SLUSARZ: Okay. I don't 20 have any further questions. 21 MS. AGRESTI: We'll take a 22 five-minute break here and see if 23 we have any follow-up. 24 MS. SLUSARZ: Okay. 25 ---</p>	<p style="text-align: right;">88</p> <p>1 T. M. SIRACUSA 2 (Whereupon, a recess was 3 taken at this time.) 4 --- 5 MS. AGRESTI: Defendants do 6 not have any questions. 7 MS. SLUSARZ: Okay. 8 Ms. Siracusa, thank you very 9 much for your time this morning. 10 I hope you have a good rest of 11 your day. 12 THE WITNESS: Thank you. 13 (Time noted: 12:03 p.m.) 14 15 16 17 18 19 20 21 22 23 24 25</p>

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

<p style="text-align: right;">89</p> <p>1 T. M. SIRACUSA</p> <p>2 INSTRUCTIONS TO WITNESS</p> <p>3</p> <p>4 Please read your deposition over</p> <p>5 carefully and make any necessary</p> <p>6 corrections. You should state the</p> <p>7 reason in the appropriate space on the</p> <p>8 errata sheet for any corrections that</p> <p>9 are made.</p> <p>10 After doing so, please sign the</p> <p>11 errata sheet and date it.</p> <p>12 You are signing same subject to</p> <p>13 the changes you have noted on the errata</p> <p>14 sheet, which will be attached to your</p> <p>15 deposition.</p> <p>16 It is imperative that you return</p> <p>17 the original errata sheet to the</p> <p>18 deposing attorney within thirty (30)</p> <p>19 days of receipt of the deposition</p> <p>20 transcript by you. If you fail to do</p> <p>21 so, the deposition transcript may be</p> <p>22 deemed to be accurate and may be used in</p> <p>23 court.</p> <p>24</p> <p>25</p>	<p style="text-align: right;">90</p> <p>1 T. M. SIRACUSA</p> <p>2 - - - - -</p> <p>3 ERRATA</p> <p>4 - - - - -</p> <p>5 PAGE LINE CHANGE</p> <p>6 _____</p> <p>7 _____</p> <p>8 _____</p> <p>9 _____</p> <p>10 _____</p> <p>11 _____</p> <p>12 _____</p> <p>13 _____</p> <p>14 _____</p> <p>15 _____</p> <p>16 _____</p> <p>17 _____</p> <p>18 _____</p> <p>19 _____</p> <p>20 _____</p> <p>21 _____</p> <p>22 _____</p> <p>23 _____</p> <p>24 _____</p> <p>25 _____</p>																																		
<p style="text-align: right;">91</p> <p>1</p> <p>2 A C K N O W L E D G E M E N T</p> <p>3 STATE OF NEW YORK)</p> <p>4 :SS</p> <p>5 COUNTY OF _____)</p> <p>6 I, TAMMY M. SIRACUSA, hereby certify that I</p> <p>7 have read the transcript of my testimony taken</p> <p>8 under oath on July 30, 2024, that the</p> <p>9 transcript is a true, complete and correct</p> <p>10 record of what was asked, answered and said</p> <p>11 during my testimony under oath, and that the</p> <p>12 answers on the record as given by me are true</p> <p>13 and correct, except for the corrections or</p> <p>14 changes in form or substance, if any, noted in</p> <p>15 the attached Errata Sheet.</p> <p>16</p> <p>17 _____</p> <p>18 TAMMY M. SIRACUSA</p> <p>19</p> <p>20 Signed and subscribed to</p> <p>21 before me, this ____ day</p> <p>22 of _____, ____.</p> <p>23</p> <p>24 _____</p> <p>25 Notary Public</p>	<p style="text-align: right;">92</p> <p>1</p> <p>2 I N D E X O F W I T N E S S E S</p> <p>3 WITNESS: TAMMY M. SIRACUSA</p> <p>4 EXAMINATION BY PAGE</p> <p>5 MS. SLUSARZ 7</p> <p>6</p> <p>7 I N D E X O F E X H I B I T S</p> <table border="1"> <thead> <tr> <th>EXHIBIT</th> <th>DESCRIPTION</th> <th>PAGE</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Six-page document</td> <td>27</td> </tr> <tr> <td>2</td> <td>Document</td> <td>35</td> </tr> <tr> <td>3</td> <td>Spreadsheet</td> <td>50</td> </tr> <tr> <td>4</td> <td>Three-page document</td> <td>57</td> </tr> <tr> <td>5</td> <td>Ten-page document</td> <td>59</td> </tr> <tr> <td>6</td> <td>Three-page document</td> <td>71</td> </tr> <tr> <td>7</td> <td>Five-page document</td> <td>79</td> </tr> </tbody> </table> <p>13 (*Indicates exhibit(s) retained by counsel)</p> <p>14</p> <p>15 I N D E X O F C O N F I D E N T I A L</p> <p>16 S E C T I O N S</p> <table border="1"> <thead> <tr> <th>PAGE</th> <th>LINE</th> </tr> </thead> <tbody> <tr> <td>12</td> <td>6</td> </tr> <tr> <td>33</td> <td>16</td> </tr> <tr> <td>40</td> <td>9</td> </tr> <tr> <td>66</td> <td>19</td> </tr> </tbody> </table> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	EXHIBIT	DESCRIPTION	PAGE	1	Six-page document	27	2	Document	35	3	Spreadsheet	50	4	Three-page document	57	5	Ten-page document	59	6	Three-page document	71	7	Five-page document	79	PAGE	LINE	12	6	33	16	40	9	66	19
EXHIBIT	DESCRIPTION	PAGE																																	
1	Six-page document	27																																	
2	Document	35																																	
3	Spreadsheet	50																																	
4	Three-page document	57																																	
5	Ten-page document	59																																	
6	Three-page document	71																																	
7	Five-page document	79																																	
PAGE	LINE																																		
12	6																																		
33	16																																		
40	9																																		
66	19																																		

23 (Pages 89 to 92)

KRIMSKY v. WESTROCK COMPANY, et al.
Tammy Siracusa --- July 30, 2024

93		94	
1		1	
2	C E R T I F I C A T E	2	LAWYER'S NOTES
3	I, DEVORA HACKNER, a stenographic reporter	3	PAGE/LINE NOTE
4	and Notary Public within and for the State of	4	
5	New York, do hereby certify:	5	
6	That the witness(es) whose testimony is	6	
7	hereinbefore set forth was duly sworn by me,	7	
8	and the foregoing transcript is a true record	8	
9	of the testimony given by such witness(es).	9	
10	I further certify that I am not related to	10	
11	any of the parties to this action by blood or	11	
12	marriage, and that I am in no way interested	12	
13	in the outcome of this matter.	13	
14		14	
15		15	
16		16	
17		17	
18		18	
19		19	
20		20	
21	DEVORA HACKNER	21	
22	Dated: July 30, 2024	22	
23		23	
24		24	
25		25	

24 (Pages 93 to 94)

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

95

A			
a.m 1:13 4:19 ability 9:5,9 47:13 68:3 69:12 73:23 75:8 able 27:8 42:21 68:5 above-entitled 1:18 Absolutely 71:8 74:11 access 27:8 account 37:12,23 38:3,4,7 39:3,13 45:22 51:4,13 61:17 61:19,22 72:24 73:16 80:25 accountant 19:13,15 accounts 38:10,25 61:24 73:10 75:6,7 75:8 accurate 89:22 achieve 72:25 73:8 73:13 81:4 achieving 74:12 action 1:19 46:6 74:6 80:23 93:11 actions 72:20 active 74:5 82:25 activity 47:8 actual 52:22 53:6 54:7 add 64:16 adding 57:3 address 6:8 7:6 addressed 42:23 adequate 39:9 administer 3:17 administered 4:23 administration 11:11 57:10 administrative 61:25 adverse 70:6 affect 9:5 21:16 against- 1:8 age 49:16,20 agenda 38:15 73:19	ages 11:23 agree 6:20 7:14 AGREED 3:4,9,14 agreement 5:2 Agresti 2:11 4:5 5:16 5:17 6:13,25 7:9,18 12:10,20 22:4 23:9 23:17 24:7 25:14 27:10,14 28:10 29:8 30:14,22,25 31:6,14 32:25 33:23 34:6,17 35:13 36:3,8,11,15 37:7 39:11 41:15 42:7,12 43:11,25 44:19,25 45:11 46:17 48:3,7,15,21 49:4,10 50:18,21 53:11 54:16,25 55:15,22,25 57:22 58:5,21 59:19 60:18 61:3 62:25 63:9,20 64:3,8,13,25 66:25 67:12,20 68:10,15 68:23 69:18,25 70:8 70:18 71:2,5,9,12 72:4 74:8,15,19 75:2,24 76:10,19 77:6,13 78:6 79:7 80:6 83:10 85:11 86:11,20 87:5,14,21 88:5 alcohol 9:14 aligned 68:7 amount 54:3 ANISSA 2:15 annual 52:24 answer 8:17,25 9:20 22:6 23:11,19 24:9 25:16 29:10 33:3,25 34:8,19 35:15 41:17 43:13 44:3 45:13 46:19 48:9,17,23 49:6,12 53:13 54:18 55:3,17 56:3 60:20 61:5 63:3,11 65:3	67:22 68:16,25 69:20 70:3,11,20 74:10,17,21 75:4 78:8 83:12 86:13,22 87:7,16 answered 76:25 91:10 answering 68:17 answers 91:12 anybody 10:9 anyway 42:11 77:14 apologize 17:10 appropriate 89:7 approximate 67:5 approximately 40:10 47:25 48:14,19 49:2 April 82:14 area 14:17 15:5,23 20:7 40:19,22 areas 29:6 asked 76:3 77:9 84:19 91:10 asking 9:3 49:22 55:6 77:2 aspect 86:25 assessment 26:18 29:2 assigned 21:23,25 assistant 18:14,18 19:10 20:20 assume 9:2 25:19 65:8 Atlanta 15:11,13,17 15:23 84:25 Atlantic 22:14 attached 89:14 91:15 attention 47:23 attorney 5:11 8:2 89:18 attorneys 2:3,9 3:5 10:10,10,24 audio 17:6 42:12 audio/visual 17:4 authorized 3:16 average 34:2,4 39:9	aware 30:4,8 36:24 40:17 43:5 44:7,10 44:14 45:9 49:18,21 49:22,24,25 50:3 52:7 54:21 55:7,8
			B
			B 92:7 bachelor's 11:3,5 14:12 back 37:5 42:9 45:2,5 46:4 67:25 based 34:12 56:5 59:3 62:21 77:10 basically 76:20 Bates 26:23 30:20 35:20 37:9 57:20 59:10 60:4 72:2 80:4 bee 31:23 32:2 began 67:14 beginning 5:10 16:25 63:16,21 believe 48:6 49:8 65:12 67:3,17 69:3 86:7 beneficial 37:15 best 8:18 beyond 51:18 birth 11:25 bit 42:8 68:9 blood 93:11 bonus 34:14 55:14 bottom 27:18 28:4 64:5 box 16:15 break 18:22 44:16 71:3 85:3,7,8 87:22 brief 10:19,22 bring 23:6,15,24 24:21 25:4 Broadway 2:4 Bronwyn 60:9,10 brought 8:5 10:20 budget 39:24 52:23

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

96

53:9,15,17,20 budgeted 54:3,4,14 bullet 32:6 37:10 business 11:11 15:8,9 15:16,24 20:18,21 21:7,11,15 22:7 23:7,16,24 24:3,12 24:21 25:4,11 29:12 30:2 32:21 37:13,24 38:12,17 40:21 41:7 41:9,11 42:17 45:16 47:7,9 52:6 54:12 54:20 55:11 56:12 56:14 61:20 64:24 65:11,16,18 66:10 67:19 68:3,8 69:6 69:17,24 70:7,17 81:10,19 85:20 86:19 buyer 47:20 <hr/> C <hr/> C 2:2 5:22 91:2 92:15 92:15 93:2,2 cadence 73:17 82:6 calculated 87:18 calendar 29:16 call 31:21 42:3 calling 70:9 Campbell's 72:24 73:3,16 80:25 Canada 20:9 cancer 50:2 carefully 89:5 Carr 60:22 63:19 Carrie 77:21 84:4 Case 1:7 cause 7:3 85:3 certainly 64:16 certification 11:17 certifications 11:16 certify 91:6 93:5,10 change 55:10,19 90:4 changes 89:13 91:14 charge 26:4	chasing 31:25 chat 27:7 50:17 57:23 59:18 72:2 80:3 children 11:21 Chip 21:9 22:25 23:13,22 24:2 48:25 Chris 60:6 61:11 chronologically 63:23 circumstances 58:12 Civil 4:25 clarify 77:8 clear 32:21 43:3 51:9 67:13 69:2 client 7:17 67:7 close 85:5 86:3 closed 85:25 closely 33:4 CODD 1:18 2:6 College 11:6 column 53:4 come 31:16 47:23 coming 47:18 comment 49:15 commentary 81:15 comments 49:19 commission 25:12 34:12,16 35:2,11 36:25 37:2 54:22 86:10 commissions 34:21 common 39:17 communicate 46:3 83:20 communicated 41:23 communicates 68:6 communication 31:9 32:7,15 communications 32:9,14 company 1:9 2:15 4:16 8:5 29:15,21 30:5 39:18 57:6 73:3 86:24 87:2,3 87:11	companywide 56:25 compared 52:22 compensation 86:6 86:15,16 87:10 complained 10:5 complaint 42:2 complete 72:23 73:21 73:25 80:24 82:17 82:21 91:9 completed 11:2 37:19 computer 18:25 29:17,22 concern 29:6 concerned 52:13 concerning 32:9 43:7 51:12 77:16 concerns 10:20 conclusion 70:10 conditions 9:5 confidential 6:14 7:5 7:12 12:3,8,11,22 33:9,18 40:4,12 66:16,23 67:3,8 confirm 7:2 36:23 confirmation 7:4 consent 5:13,20 7:11 consider 33:21 46:22 81:7 considering 47:2 contacts 38:5 contents 79:11 continue 47:13 73:7 continuous 38:22 conversations 31:18 75:21 77:15 78:15 79:9,12,13 convicted 9:23 coordinate 73:14 copied 82:3 copy 4:3 corporate 84:25 correct 24:11 25:21 32:24 33:12 37:3,4 41:13 43:24 51:2 54:2,15 55:9,18	56:16 60:17 65:14 65:15 67:15 73:4 82:19,22 86:10 91:9 91:13 correcting 76:20,24 corrections 89:6,8 91:13 corrective 46:6 corrugate 14:8 corrugated 14:19,25 17:17 23:5 25:25 26:5 85:22 counsel 5:3 6:19 68:12 75:22 79:10 79:17 82:2 92:13 Counselor 76:18 COUNTY 91:5 couple 8:10 court 1:2 3:19 89:23 cover 20:5 22:13,20 22:23,25 40:18 covered 40:22 41:10 Cozen 2:8 5:18 Create 73:18 creative 20:19 crimes 9:23 CRM 29:18 current 12:24 19:20 20:13 currently 9:12 14:24 64:17 66:9 customer 22:3,9 29:13 32:8,10 37:14 37:18 38:17,22 41:20,24 42:2 47:11 58:17 customers 21:21,23 21:25 23:7 32:14 38:14 47:16 68:7 cut 8:18 <hr/> D <hr/> D 3:2 91:2 92:2,7,15 92:15 date 4:18 11:25 66:13
---	--	--	---

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

97

66:14 83:17 89:11 Dated 93:22 David 20:25 35:7,8 56:7 63:18 64:9 81:14,15,21 Davin 60:22 63:19 day 88:11 91:21 days 80:20 89:19 deadline 76:12 dealing 47:11 December 13:9,24 26:16 64:10 decided 24:19 decision 29:25 83:5 86:2 decreased 55:20 deemed 89:22 defendants 1:10,16 2:9 5:19 88:5 deficiencies 77:24 degree 11:3 14:12 delays 5:5 delivery 38:19 Denver 58:18 60:7 62:23 department 16:3 17:15 24:13 34:11 34:22 39:16,21 deposing 89:18 deposition 3:15 4:13 4:20 5:21 10:9,15 89:4,15,19,21 described 39:5 DESCRIPTION 92:8 detail 47:23 detailed 73:12 81:3,7 determined 22:2 develop 25:10 40:24 54:19 developed 54:13 developing 41:4 Devora 1:20 4:8 17:7 93:3,22 different 20:7 38:8 46:14 61:19 62:2	difficult 44:4 dinosaur 68:9,21 direct 25:20 34:3,16 34:23 directly 20:11 56:15 director 16:19,21 17:11,19 20:18,19 discipline 69:23 discovery 27:23 discrimination 10:5 discuss 10:8 21:22 77:22 discussed 81:23 discussion 12:17 62:15 78:25 discussions 75:16 78:4,21 79:6 display 39:15,20 86:18 displayed 29:13 displays 13:4,7,15 19:22 20:2 21:5 34:25 DISTRICT 1:2,3 divided 51:7,21 division 14:9,19,25 26:2,5 85:22 document 10:17 26:22 27:3 28:6,11 28:14,18,20,24 30:11,16 35:18,24 36:7,9,16,18,21 50:5,19,23 52:16,19 57:12,16,23,25 58:9 58:16,24 59:4,6,14 59:24 62:22 63:17 63:22,25 70:24 71:22 72:11,13 76:6 77:10,12 78:23 79:23 80:7,9,13,15 85:4,9 92:9,9,10,11 92:11,12 documents 10:14 27:16,22,24 28:2,5 59:22	doing 61:25 89:10 Don 14:6 downloading 27:11 36:3 50:19 57:24 59:20 72:5 dropped 50:16 drugs 9:13 duly 5:23 93:7 Durette 14:4 <hr/> E <hr/> E 2:2,2 3:2,2 90:2 91:2,2,2 92:2,2,2,7 92:7,15,15,15 93:2 93:2 e-mail 29:15 63:17 64:9 81:24 82:3 e-mails 32:16 earlier 39:5 65:10 67:4 86:8 earn 55:13 earned 54:23 86:8,9 east 13:17,21 14:3,15 education 11:2 effect 3:18 effective 32:7,22 effort 29:11 efforts 38:23 either 26:16 27:19 36:21 41:23 77:3 eliminated 56:22,23 employer 12:24 employment 46:23 75:10,18 77:18 78:5 78:22 83:6,16,19,21 84:13 entail 47:17 enter 51:14 74:3 entire 28:23 errata 89:8,11,13,17 91:15 ESQ 2:6,11,15 evaluation 26:13 28:21 41:4 exact 65:9 83:17 84:8	exactly 51:23 61:9 62:7 78:9 85:23 87:18 EXAMINATION 1:15 7:23 92:4 examined 5:25 example 31:19 exceeded 53:8,15,16 exclamation 32:18,19 excluded 65:8 executive 20:20 exhibit 26:23 27:3,7 35:19,24 37:5 50:8 50:11 52:16 57:13 57:16,20 59:9,9,14 70:25 71:19,22,25 79:3,19,23 80:3 92:8 exhibit(s) 92:13 expected 40:23 54:12 74:23 experience 8:8 explaining 58:25 extended 80:19 extension 80:18 83:8 extent 58:25 66:12 70:9 79:8 <hr/> F <hr/> F 3:2 92:2,7,15,15 93:2 face 59:4 face-to-face 83:24 facilities 15:23 46:12 60:17 65:24 66:4 facility 16:9,18 18:2 18:15 19:12 43:2 45:15,20,23,24 46:4 46:16 52:10 60:8 62:23 65:12,17 84:23 fact 55:7 87:11 factory 42:3 facts 9:6,10 fail 89:20
--	--	---	---

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

98

fairly 32:22 far 51:8 Farm 33:13 37:3 38:2 39:2,6 44:8 45:18 47:20 51:4,7 51:13,20,25 52:6,12 53:7,9 60:7,9,16 64:24 65:20,24 66:4 66:9 67:6 69:16,24 70:7,16 73:4 87:4 87:13 Farm's 43:23 Farms 35:12 37:12 37:19 39:25 40:8 43:8 45:24 46:8,11 47:5 52:3 58:18 66:6 feasible 74:6,18 76:4 Federal 4:24 feedback 81:16 feel 32:12,20 36:11 50:21 57:2 58:5 68:7 72:6 file 64:17,18,23 67:9 filed 10:4 filing 3:6 final 53:3 financial 51:8,19 70:22 financials 67:7 finish 8:16 firm 5:18 first 5:23 13:10 17:2 19:17 46:21 58:3 78:3 80:10 fiscal 33:14 53:10 54:8 66:14 67:14 73:9 74:14 81:5 86:16 five-minute 71:3 87:22 five-page 79:23 92:12 Floor 2:10 FLOYD 2:15 follow-up 87:23	follows 6:2 force 3:17 forecast 51:16 73:18 forecasts 38:17 52:4 foregoing 93:8 foreign 15:22 form 3:10 7:15,20 22:5 23:10,18 24:8 25:15 29:9 33:2,24 34:7,18 35:14 36:18 39:12,12 41:16 43:12 44:2 45:12 46:18 48:4,8,16,22 49:5,11 53:12 54:17 55:2,16,23 56:2 60:19 63:2,10 65:2 67:21 68:11,24 69:19 70:2,19 74:9 74:16,20 75:3 78:7 81:9,18 83:11 86:12 86:21 87:6,15 91:14 forth 93:7 four 20:21 frame 13:19 14:21 15:15 17:18 18:8,17 19:14 83:14 framed 76:14,15 Fran 8:2 Frances 1:18 2:6 5:13 frances@goddardl... 2:6 free 36:11 50:21 58:5 72:6 front 40:9 57:25 fucking 31:23 32:2 further 3:9,14 67:3 87:20 93:10	19:11 29:17 38:5 57:9 generate 54:11 73:11 74:24 generated 54:13 geographic 20:7 40:19 Georgia 6:16 16:6,17 18:3,5,10,16 gestures 8:21 getting 64:4 85:5 give 9:17 31:19 50:6 50:14 51:16 59:22 81:18 given 91:12 93:9 global 39:14 go 19:5 38:16 40:23 59:23 62:24 67:25 74:24 85:10 goals 54:20 Goddard 2:3 8:3 goes 29:3 going 8:7 9:2 18:20 28:8 37:5 49:23 50:4 58:2 59:8 66:20 73:2 80:9 84:13 good 4:7 7:25 33:21 71:13 85:11 88:10 graduated 14:13 graphic 13:4,8,15 19:22 20:21 21:13 21:14,22 22:7 24:3 39:15,20 40:21 56:12 graphics 21:6,11,15 23:7 24:12 30:2 41:9 42:16,17 55:11 56:14 61:20 67:19 69:6 85:20 86:19 greater 54:23 Greenwich 2:9 group 11:16 23:5 grow 21:13,17 29:11 47:14 68:3	growing 47:7,8 guess 25:7 57:12 86:7 guided 78:23
H			
H 92:7 Hackner 1:20 4:9 8:12 93:3,22 handled 41:19,21 handling 58:17 happen 45:21 harm 70:13,15 head 26:8 31:24 53:23 66:20 headquarters 46:9 46:11,15 hear 42:13 heard 61:14 63:4 hearing 17:7 held 1:19 12:18 help 21:17 81:2 helped 37:24 63:6,7,8 hereinbefore 93:7 highest 10:25 history 30:5 Hold 31:7 63:20 64:4 honestly 51:22 hope 55:12,13 88:10 HR 25:19 77:19,20 84:3			
I			
identification 27:4 35:25 50:12 57:17 59:15 71:23 79:24 identified 63:13 identify 37:25 63:6,8 identifying 37:16 illicit 9:13 impacted 70:21 imperative 89:16 important 5:4 8:14 8:19 impossible 43:22 44:4			
G			
G 91:2 gaps 37:16,25 general 15:8,16,25 16:2,8,12,16 17:23 17:24 18:4,9,14,18			

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

99

improve 31:8 improvement 38:23 69:10,15 72:14,22 75:11,15,20 79:3 80:17 84:12 inability 29:14,16 inaccurate 76:22 inappropriate 31:17 31:20 incentive 41:8 52:24 52:24 70:22 included 41:12 64:23 income 55:20 inconsistent 26:20 78:13 increase 21:18,20 independently 41:5 Indicates 92:13 influence 9:13 inform 83:15 information 34:10 46:14 51:17 53:3,5 53:6 74:3 initially 18:9 initials 57:8 initiatives 16:20 17:13,14,19 INSTRUCTIONS 89:2 integrated 20:18 interested 93:12 interpreting 77:12 involved 29:24 issue 17:4,5 41:22 42:21 45:9,14,19 issued 75:11,19 issues 31:3 38:19 41:19,20 42:5 43:6 43:7 44:8 46:2 52:9 58:18 62:19 63:6,7 65:7 73:18 item 42:25 items 73:17 74:6 80:23	<hr/> J <hr/> jagresti@cozen.com 2:12 Janice 2:11 5:17 16:24 27:8 January 26:17 72:17 82:13 Jessica 61:7 job 13:2 14:15 15:19 16:11,18 17:22 19:23 20:4 21:10 55:19 56:10 join 13:10 JPC 1:7 July 1:12 4:18 12:6 91:8 93:22	27:20,25,25 28:22 29:20,25 30:19,21 32:22 35:21 37:9 39:24 40:14 46:7 49:9,16,23,25 50:7 51:3 53:8 54:4,22 57:21 59:10 60:5 63:18 67:17 69:4,9 72:3,3,20 74:23 80:4,5,24 82:5 83:15 84:7,15 85:19 Krimsky's 26:19 29:7 30:4,12 31:4 39:6 46:22 49:19 64:22 75:10,18 77:17 78:5,22 83:5 83:19 86:5	60:25 61:4,6,18 90:4 92:16 lines 84:10 Lisa 60:6 61:16 listen 31:25 litho 53:17 lithography 54:2,14 litigation 28:5 little 42:8 LLC 1:9 4:17 local 86:4 located 11:7 logged 41:25 long 44:5,7,13 look 28:11,12 36:6 52:15 53:23 57:19 58:2 80:9,22 81:10 looked 56:25 looking 27:24 28:13 30:9,18 37:8 53:25 looks 58:16 loss 47:5 69:16,23 70:7,16 lost 45:15 65:11 lunch 85:7
	<hr/> K <hr/> K 91:2 keep 16:24 keeping 87:3 kept 87:12 key 37:12,23 38:3,5 38:10 39:13 72:23 80:24 kind 69:22 know 9:16 10:5 17:3 17:10 24:4 25:17,18 27:12 38:16 39:7,9 39:19 41:20 42:4,21 43:19 44:13 46:7,20 47:21 48:5 49:13 51:18,22,23 52:2 53:19 58:11,14,15 61:9,11,13,14,25 62:7,16 64:18 65:4 65:9,21 66:12,19 70:6,11 72:7 81:20 82:2,4 85:23 87:17 87:17 knowledge 34:3 35:9 59:5 81:17 Krimsky 1:5 2:16 4:15 5:15 8:4,10 24:12 26:13,24,24	<hr/> L <hr/> L 3:2,2 91:2 92:15 lack 29:11 47:15 ladies' 71:6 language 31:17,20 large 38:14,24 39:3 law 2:3 5:17 8:3 lawsuit 8:4 10:2 LAWYER'S 94:2 Le 11:6 lead 19:24 leader 81:14 leaders 26:6 leads 21:4 40:24 41:4 41:12 learn 68:3,4 69:4 leave 56:18,21 led 16:14 47:2 legal 70:10 75:22 77:16 79:10,14,16 82:2 let's 52:15 71:10 80:22 level 10:25 31:10 38:7 55:5 licenses 11:13 line 25:23 35:4,10	<hr/> M <hr/> M 1:17 4:1,13 5:1,22 5:22,22 6:1,5 7:1 8:1 9:1 10:1 11:1 12:1 13:1 14:1 15:1 16:1 17:1 18:1 19:1 20:1 21:1 22:1 23:1 24:1 25:1 26:1 27:1 28:1 29:1 30:1 31:1 32:1 33:1 34:1 35:1 36:1 37:1 38:1 39:1 40:1 41:1 42:1 43:1 44:1 45:1 46:1 47:1 48:1 49:1 50:1 51:1 52:1 53:1 54:1 55:1 56:1 57:1 58:1 59:1 60:1 61:1 62:1 63:1 64:1 65:1 66:1 67:1 68:1 69:1 70:1 71:1

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

100

72:1 73:1 74:1 75:1 76:1 77:1 78:1 79:1 80:1 81:1 82:1 83:1 84:1 85:1 86:1 87:1 88:1 89:1 90:1 91:2 91:6,18 92:3 machines 43:23 main 29:6 47:20 62:14 maintain 21:13 74:4 maintaining 82:25 major 11:10 majority 43:16 making 49:19 manage 15:10 51:15 manager 15:8,17,25 16:2,8,12,16 17:23 17:25 18:4,9,14,18 19:11 21:12 24:3,13 29:2 30:2 33:5 45:22 55:11 60:23 61:17,19,20 67:19 69:6 77:19,20 84:3 85:20 manager's 47:21 managers 20:22 21:7 21:16 22:8 23:8 25:20 35:8 40:22 41:10 42:17 56:12 56:15 61:22 manufacturing 15:22 16:5 18:2 19:25 46:12,16 60:16 March 44:10 45:8 56:20 76:11 marital 11:19 mark 6:13 12:10 26:22 35:18 50:5 57:12 59:8 70:24 71:18 79:19 marked 7:4,12 12:21 27:4 35:24 50:12 57:17,20 59:15 67:2 67:8 71:23 79:24 marriage 93:12	married 11:20 Marshall 1:5 2:16 4:15 5:15 8:4 24:11 28:22 31:8 37:13 44:11 47:6,20 55:4 63:18 64:15 70:4 72:15 84:3 Marshall's 77:24 80:16 massive 43:7 Mastronicola 61:8 Matt 60:9 matter 4:14 5:20 93:13 mean 20:4 34:13,16 51:8 53:2,4 57:4 63:22,23 68:11,19 77:3 83:23 means 4:21 9:16 27:21 measurable 41:2 measured 41:3 medical 9:4 medication 9:8 meet 21:21 39:24 75:13 81:13 84:11 meeting 38:13 47:18 47:19 62:22 63:5 73:14,19,20 77:25 83:24,25 84:2 meetings 29:14 30:13 31:5,16 45:17 47:12 47:24 51:25 52:2 73:24 82:6,9,15 mentioned 8:12 23:13 merchandising 13:4 13:7,14 19:21 21:5 34:25 39:15,20 86:18 met 53:20 60:8 metaphor 68:14,18 68:21,22 Metelko 21:8 22:15 24:20 48:13	Microsoft 73:22 82:18 Midwest 22:24 25:8 million 33:15 40:10 66:21 73:9,13 74:13 74:24 76:3,15 81:4 mind 56:6 minute 12:14 19:3 27:12 minutes 19:2 31:25 59:23 misrepresentation 76:6 missing 16:25 Monday 60:6 monetary 53:5 monthly 51:24 73:14 months 24:6 54:8 morning 4:8 7:25 88:9 move 29:25 moved 85:19 Moyne 11:6 multiple 26:6 <hr/> N <hr/> N 2:2 3:2 91:2,2 92:2 92:2,7,15,15,15,15 name 4:8 5:9,12,16 6:4 8:2 47:22 61:15 64:16,22 65:5 nature 79:5 NC 62:16 NC's 62:15 necessarily 34:9 42:24 76:13 necessary 89:5 need 27:9 28:12 36:12 68:17 71:5 85:3 needed 69:5 77:8 needs 31:8 neither 37:18 70:4 never 36:22 56:6 58:23	new 1:3,22 2:5,5,10 2:10 5:25 6:22 11:8 29:11 41:6,11,12 47:7,8 54:12,19 73:10,17 74:3 75:6 75:7,8 91:3 93:5 Nickie 26:9 Nine 20:12 nineteen 11:24 Nonconformance 62:17 Norcross 16:4,5,8,13 16:17,17 18:3,5,10 18:16 19:11 North 22:14 Notary 1:21 5:24 91:25 93:4 note 27:15 58:21 94:2 noted 88:13 89:13 91:14 NOTES 94:2 notice 1:20 62:13 notified 47:4 number 57:5 numbers 27:19,20 56:4 67:2,5 <hr/> O <hr/> O 3:2 91:2 92:2,7,15 92:15,15 O'Connor 2:8 5:18 oath 3:17 4:22 6:21 9:17 91:8,11 object 7:15 objection 5:7 22:4 23:9,17 24:7 25:14 29:8 32:25 33:23 34:6,17 35:13 39:11 39:12 41:15 43:11 43:25 45:11 46:17 48:3,7,15,21 49:4 49:10 53:11 54:16 54:25 55:15,22,25 60:18 61:3 62:25 63:9 64:25 67:11,20
--	--	---	--

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

101

68:10,23 69:18,25 70:8,18 74:8,15,19 75:2 78:6 79:7 83:10 86:11,20 87:5 87:14 objections 3:10 7:19 observation 32:8 occur 5:6 October 67:14 86:7 off-the-record 12:17 offered 84:20 office 82:18 84:25 officer 3:16 oh 33:5 okay 6:15 7:22 12:23 13:13 15:3,15 17:14 18:8,12 21:19 22:10 26:7 27:13 28:9,16 28:17,23 29:5 30:9 30:22,25,25 31:14 31:14 33:12 35:3,9 35:19 36:8,10,14,17 36:20,23 37:5,8 39:2,13 40:18 42:10 42:20 43:21 44:15 44:19 45:8 50:7,25 51:11,19 52:5,8 53:2,19 55:6,9,19 56:5,10,14,18 57:7 58:7,8,11,15,20 59:17,25 60:2,3,15 60:22,24 61:7,11 62:6,8,18 63:16 64:5,13,15,21 65:19 69:14 70:5,23 71:7 71:12,25 72:9,10 73:6 74:12 79:15,18 80:8,11,19 81:3 82:5,17 83:4 84:17 84:20 85:16 86:5,15 86:25 87:19,24 88:7 old 47:25 48:14,20 49:2,8,13 69:4 older 49:7 on-time 38:19	open 28:7 31:2 36:9 opening 80:6 operation 82:7 operations 15:22 16:14 19:24 20:16 46:4 62:10 73:15 82:10,16 opportunities 23:16 23:24 24:22 25:5,11 38:7,21 40:16 74:3 opportunity 81:13 opposed 34:13 ordering 4:3 organized 37:13 38:13 oriented 32:21 original 89:17 outcome 93:13 outline 81:22 Outlook 29:15 73:22 73:23 outside 30:6 overview 38:4 <hr/> P P 2:2,2 3:2 p.m 64:11 88:13 PA 60:7 package 84:21 packaging 21:14,14 53:18 65:18,20 page 12:21 30:10,19 31:12 32:5 37:9 60:4,4 63:24 64:2,6 90:4 92:4,8,16 PAGE/LINE 94:2 pages' 59:21 paid 25:12,13 86:9 painful 42:11 pancreatic 50:2 paragraph 62:14 parent 73:3 Parker 26:9 part 25:25 40:25 41:3 41:7 54:20	particular 22:8 46:25 parties 3:6 4:11 5:9 93:11 party 9:25 27:21 Paterini 21:9 22:20 25:3 48:19 Patrick 60:9,11 Patty 21:8 22:15 24:20 48:13 paying 87:2 payout 52:24,25 Pennsylvania 58:19 62:23 people 20:10,15 38:8 57:5 Pepperidge 33:13 35:11 37:3,11,19,25 39:2,6,25 40:8 43:8 43:23 44:5,8 45:18 45:24 46:8,11 47:5 47:20 51:4,7,13,20 51:25 52:3,6,12 53:6,9,17 58:18 60:7,8,16 64:24 65:20,24 66:4,6,9 67:6 69:16,24 70:7 70:16 73:4 87:4,13 percent 36:25 37:2 performance 26:13 26:19 28:21 29:7 41:3 69:9,15 72:14 72:21 75:11,14,19 78:14,24 79:2 80:17 84:12 performed 51:12 performing 38:18 period 16:7 74:7 76:4 76:8,11,16 82:13 person 26:7 personal 59:5 perspective 51:20 Pete 14:4 phasing 60:10 pipeline 74:5 83:2 placed 27:7 69:8,14	72:2 plaintiff 1:6 2:3 5:14 6:24 Plaintiff's 27:2 35:23 50:10 57:15 59:13 71:21 79:22 plan 37:12,23 38:3 41:8 69:10,15 72:15 72:22,24 73:12 75:12,15,20 79:3 80:17,25 81:4,6,10 81:19 84:12 86:6 planning 20:19 75:9 plans 24:17 38:18 39:13 plant 16:5,15 18:16 47:21 85:25 86:3,4 plants 19:25 20:8 please 5:9 6:4,9,13 7:10 8:16,24 12:10 12:22 23:21 36:6 45:2 57:19 73:7 87:9 89:4,10 PLLC 2:3 8:3 point 32:18,20 37:10 points 32:6 portion 12:4,8 30:16 33:10,18 40:5,12 66:17,23 position 30:2 56:22 67:18 85:19 positions 57:2 possibility 75:17 potential 38:6,20 practice 4:25 39:17 predecessors 13:11 prepare 10:15 26:12 81:3,16 prepared 10:22 32:13 47:19,24 58:12,14 81:6 preprint 20:2 51:16 51:17 53:15,21 present 2:14 4:11 72:16 79:10,14,17
--	---	---	--

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

102

<p>presentations 73:25 presented 59:3 72:15 president 13:3,7,14 13:17,20 14:2,8,14 14:17 15:6 19:21 20:16,17,23 39:22 62:9 previous 32:5 previously 47:10 76:2 print 85:4 prior 15:5 44:13 problem 18:23 30:13 63:15 problems 43:15,16 43:18,20 proceed 78:18 proceeding 5:8 process 38:24 51:9 58:17 produce 19:25 produced 43:9 product 65:22 production 42:5,18 42:22,25 products 43:8,22 44:9 65:23 66:3 professional 11:12,15 31:10 professionalism 29:12 30:12 31:4 47:16 profitability 86:17,24 projects 62:2 prospect 75:6 provide 81:9 provided 27:22 28:2 28:4 81:12,20 Public 1:21 5:24 91:25 93:4 pursuant 1:19 4:24 put 65:5</p> <hr/> <p style="text-align: center;">Q</p> <hr/> <p>QA 64:16</p>	<p>qualified 73:10 quality 38:19 41:19 41:20,22 42:5,20 43:6,7 52:9 60:11 60:23 62:18 73:18 quarter 38:14 quarterly 37:12,24 38:12 52:5 question 3:11 7:16 8:17,24 9:2 23:20 42:11,14 43:3 45:2 45:5 51:10 66:2 69:2 76:14,24 77:2 77:3,9 87:8 questions 8:8 9:20 85:17 87:20 88:6 quick 18:22 quickly 85:10 quote 51:15</p> <hr/> <p style="text-align: center;">R</p> <hr/> <p>R 2:2 3:2 5:22 90:2,2 93:2 ramifications 70:6 range 66:21 rated 26:20 78:13 reach 75:6 read 7:17,20 44:25 45:5 89:4 91:7 ready 72:8 realize 14:10 really 8:22 33:7 reason 64:21 65:9 89:7 reasoning 85:24 reasons 63:13,14 69:8 recall 9:6,9 53:22 78:9,10 83:17 receipt 89:19 receive 29:20 34:12 34:25 35:10 55:12 69:22 received 37:2 46:13 receives 34:21</p>	<p>receiving 36:24 recess 19:7 44:22 71:15 85:13 88:2 recognize 28:17 reconvene 44:18 71:11 record 6:4,8,14 7:5 12:11,14 19:5 38:11 58:22 76:2 91:10,12 93:8 Redact 7:9 redacted 7:8 reduce 57:5 reduction 56:24 57:4 referred-to 45:4 referring 30:17 31:7 64:19 region 13:18,21 14:3 14:15 22:8,9,10,11 22:13,16,18,21,23 23:2,14 24:25 25:8 regular 52:2 73:17 82:6 regularly 45:23,24 54:23 related 67:6 93:10 relates 64:23 relationship 37:17 relationships 38:8 relay 9:6,10 relevant 43:4 remainder 74:13 remaining 85:21 remember 84:8 remote 1:15 4:9 5:8 remotely 4:23 rep 30:6,7 33:22 42:3 repeat 23:20 65:25 87:8 repeatedly 32:2 rephrase 8:25 70:12 replace 24:17 replaced 24:15 report 13:25 14:5 20:10,15 35:6,7,8</p>	<p>53:24 55:4 56:15 62:3,4,6,11 65:6 reported 40:15 56:13 reporter 1:21 4:10 93:3 reporting 25:22 26:11 35:4,10 44:12 60:24 61:4,6,18 reports 34:23 62:5 represent 5:11,14,19 8:4 representative 32:23 33:6 37:11 41:24 85:21 representatives 23:6 40:15 41:13 represented 41:10 reps 26:5 34:4,24 35:3 requests 51:15 required 72:20 requirements 75:14 77:25 84:11 reserve 7:19 reserved 3:11 resolved 45:10,18 respective 3:5 respond 8:20 response 17:3 84:16 responsibilities 15:20 16:12 19:23 21:3,11 56:11 responsibility 15:21 46:3 51:6 responsible 52:8 responsibly 38:6 responsive 65:7 rest 17:12 88:10 retained 92:13 retire 49:23 return 89:16 revenue 73:8 87:3,12 review 10:14,18 37:24 38:12 52:4 73:15,17 78:14,24</p>
--	--	--	--

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

103

reviewed 36:16 58:7 60:2 72:9 80:11 reviews 37:13 52:6 reword 32:4 Rich 63:18 Richard 21:8 Rick 22:11 47:25 51:2,14 60:15 69:14 right 6:16 19:4 28:6 40:9 42:22 50:16 52:15 59:21 64:3 80:2,12 85:7 Robards 77:21,23 78:4,16 79:2 84:4 role 15:4,6,20 19:20 20:13 26:10 61:10 61:14,23 69:13 78:2 roll 60:11 rolls 53:16,21 room 71:6 Rossi 62:8 63:19 Rule 4:24 running 43:2 <hr/> S <hr/> S 2:2 3:2,2 5:22,22 92:2,2,2,7,15,15 salary 25:12 55:14 sales 15:21 16:14 19:24 20:17,24 21:14,16,17,18,20 23:6 26:5,6,8 30:6,7 32:23 33:5,6,13,21 33:22 34:4,4,13,24 35:3,11 37:3 39:6 39:25 40:7,14,24 41:4,12,12,23 42:3 52:22 53:7,9 54:4,7 54:15 66:13 72:25 73:8,11 74:13,25 75:8 76:3,16 81:4 81:13 85:21 Salesforce 74:2,4,5 82:22 83:2 salesforce.com 29:18	38:11 68:4 salespeople 21:4 23:15,23 24:21,24 25:4,8,10,22 61:24 salesperson 54:22 saw 42:20 says 37:21 60:5 62:14 64:15 76:7 82:23 Schiffenhaus 21:9 22:25 23:14,22 24:2 48:25 Schroll 61:12 screw 18:24 scroll 28:10 36:12 50:22 72:6 sealing 3:6 second 30:10,14 37:8 50:6,15 60:3 79:20 seconds 12:13 see 34:9 37:20,20 45:25 47:13 60:13 87:22 seek 7:3 seen 36:18,20 52:16 56:4 58:8,23 72:10 80:12 self-evaluation 29:3 sell 34:24 68:5 75:8 86:4 Selling 57:9 send 81:24 senior 13:3,6,13,17 13:20 14:2,14 19:20 20:17,19 39:22 sense 77:4 85:6 sent 81:22 sentence 32:18,19 separate 12:21 18:6 September 13:23 33:14 53:7,24 service 37:16,25 41:25 services 1:9 4:16 8:6 20:20 set 38:9 73:19 82:5	82:15 93:7 severance 84:19,21 SG&A 56:24 57:4,8 share 27:9 shared 27:17 Sharp 20:25 35:7,8 63:18 64:9 81:14,17 She'll 59:23 sheet 89:8,11,14,17 91:15 short 32:19 85:3 show 28:8 53:8,14,16 69:11 shown 47:7 Shue 21:8 22:11 48:2 51:2,14,24 60:15 63:19 69:14 70:15 Shuey 61:16 side 17:5,6 51:9 sign 7:17,21 89:10 signed 3:15,18 91:20 signing 89:12 Similarly 25:3 single 16:15 Siracusa 1:17 4:1,14 5:1 6:1,6 7:1,25 8:1 9:1 10:1 11:1 12:1 12:23 13:1 14:1 15:1 16:1 17:1 18:1 19:1 20:1 21:1 22:1 23:1 24:1 25:1 26:1 27:1 28:1 29:1 30:1 31:1 32:1 33:1 34:1 35:1 36:1,17 37:1 38:1 39:1 40:1 41:1 42:1 43:1 44:1 45:1 46:1 47:1 48:1 49:1 50:1 51:1 52:1 53:1 54:1 55:1 56:1 57:1 58:1 59:1 60:1 61:1 62:1 63:1 64:1 65:1 66:1 67:1 68:1 69:1 70:1 71:1 72:1 73:1 74:1 75:1 76:1 77:1 78:1 79:1 80:1 81:1	82:1 83:1 84:1 85:1 85:18 86:1 87:1 88:1,8 89:1 90:1 91:6,18 92:3 sites 42:18 six-page 27:3 92:9 skills 31:9 Slusarz 1:18 2:6 5:12 5:13 6:23 7:11,22 7:24 8:2 16:24 18:20 26:21 27:6,13 28:9,15 30:20,23 31:13 35:17 36:5,10 42:10,15 44:15,20 50:4,14,20 57:11 58:4 59:7,17,25 64:2,7,12 67:10 68:13,20 70:23 71:4 71:8,10,18 76:9,17 76:23 77:11,14 79:18 80:2 85:2 87:19,24 88:7 92:5 Smurfit 12:25 13:10 56:8 sold 85:25 solution 39:21 solutions 13:5,8,15 19:22 21:22 39:16 86:19 somewhat 26:9 sorry 15:12 16:21 31:6 33:6 36:25 39:14 44:6 56:6 59:11 70:14 73:2,6 75:24 sound 18:23 Sounds 71:12 85:11 southeast 14:17 22:19 24:25 SOUTHERN 1:3 space 89:7 Sparaco 14:6 Sparaco's 14:7 speak 5:5 33:7 speaks 8:15
--	--	---	---

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

104

specific 22:11,16,21 23:2 36:21 38:15 40:19,22 41:11 65:19 81:15 specifically 23:23 41:6 65:4,21 specifics 43:19 spreadsheet 50:11 52:20,21 92:10 SS 91:4 stamp 27:23 stamped 26:23 30:21 35:20 37:9 57:21 59:10 60:5 72:3 80:4 stand 57:8 standard 38:24 standpoint 32:12 stands 62:16 start 7:13 38:3 75:5 started 44:11 86:6 starts 37:10 state 1:22 5:9,24 6:3 6:7,21 89:6 91:3 93:4 statement 10:19,23 States 1:2 20:4,5,9 23:4 status 11:19 Steel 56:7,18 stenographer 4:2,7 6:3,7,15,19 7:7 17:9 45:6 stenographic 1:21 4:10 93:3 STIPULATED 3:4,9 3:14 stipulation 5:2 stipulations 7:14 stop 42:4,22,24 store 38:11 strategic 16:19 17:13 17:14,19 Street 2:9 strengthening 37:17	strike 44:6 subject 89:12 submit 73:12 subscribed 91:20 substance 91:14 successful 69:5 Sued 2:11 5:17 suffer 70:5,13,15 suggestions 78:17 Suite 2:4 summer 46:24 support 61:23,24 sure 26:10 28:15 31:11 50:20 58:4 71:4 sustainability 38:22 swirling 31:23 sworn 3:16,18 5:24 93:7 syllable 17:2 Syracuse 11:8 system 29:19 42:2 systems 29:22	83:1 84:1 85:1 86:1 87:1 88:1 89:1 90:1 90:2 91:2 92:2,7,15 92:15 93:2,2 take 4:12 6:20 18:21 18:21 36:6 44:16 52:15 57:19 71:3 72:21 80:22 85:3 87:21 taken 1:17,20 4:21 19:8 44:23 71:16 85:14 88:3 91:7 talk 38:20 talked 30:11 talking 31:22 47:6 Tammy 1:17 4:13 6:5 91:6,18 92:3 target 55:14 task 76:12 tasks 51:12 team 25:19 37:14 51:17 60:9 73:15 82:7,10,16 Teams 73:20,22,24 82:6,19 83:24 84:2 technology 68:6 69:5 telephone 83:25 tell 46:10 telling 52:21 template 81:19 ten 59:21 ten-minute 44:16 ten-page 59:14 92:11 tenures 18:6 term 61:4 terminate 75:9 83:5 83:18 84:13 terminated 83:16,21 terminating 46:22 75:18 78:5,21 termination 47:3 77:17 territory 41:11 testified 5:25 58:23 65:10 76:21 86:8	testify 76:25 79:11 testifying 76:18 testimony 9:17 67:4 91:7,11 93:6,9 thank 7:21 12:22 16:23 67:12 71:9,13 88:8,12 Thanks 19:4 44:20 things 8:11 31:15 think 18:22 30:24 46:13 48:20 49:2 76:2,5 85:6 third 62:13 thirty 89:18 thought 39:8 three 24:5 73:10 three-page 57:16 71:22 92:10,11 tied 86:17,23 time 1:19 3:11 4:19 5:5 8:15 12:18 13:19 14:21 15:15 16:7 17:16,18 18:8 18:17 19:8,14 31:22 44:17,23 45:14 71:16 75:19 83:13 85:14,24 88:3,9,13 title 13:2,16 14:7,16 14:22 15:25 16:18 17:12,22 18:13 19:12,17 titles 20:14 today 8:8 9:6 27:18 today's 4:18 10:8,15 Tom 62:8 63:19 Tony 21:9 22:20 25:3 48:19 tools 29:15,21 68:4 top 53:22 63:24 66:19 topic 62:14 total 54:3,3,14 tracks 52:22 trade 11:16 training 29:21 73:21
---	---	--	---

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

105

74:2 82:18,21 transcript 4:4 8:23 89:20,21 91:7,9 93:8 translate 8:22 transmission 5:6 trial 1:15 3:12 true 91:9,12 93:8 truthfully 9:21 trying 30:15 76:25 turn 50:25 Turning 60:3 Twenty-three 11:24 two 18:5,5 19:2 20:9 36:24 37:2 51:21 typically 38:9 41:22 45:21	verbal 32:11,12,15 verify 82:24 vice 13:3,6,14,17,20 14:2,14,17 15:5 19:21 20:16,17,23 39:22 62:9 videoconference 1:16 4:12,22 visit 42:17 60:15 visited 60:7 visiting 45:23 visits 46:8 volume 33:21	73:11 82:7,10 84:14 86:2 WestRock's 68:4 Willard 45:15,19 47:22 52:9 65:12,17 65:22 66:5 willingness 68:2 69:12 witness 1:17 5:23 6:5 6:10,18 27:15 28:8 36:14 58:22 79:15 80:8 88:12 89:2 92:3 witness(es) 93:6,9 word 39:10 words 8:20 84:9 work 10:6 17:15 22:3 22:8,11,15 33:4 38:21 46:5 56:8 62:2,2 84:23 worked 51:3 working 57:6 worried 77:5,7 worth 59:22 wouldn't 42:24 write 17:11 writing 81:21 written 32:11,16 73:12	74:14 81:5 86:16 York 1:3,22 2:5,5,10 2:10 5:25 6:22 11:8 91:3 93:5
U	W	X	Z
U 3:2 5:22 uh-huhs 8:21 uh-uhs 8:21 understand 8:24 18:23 45:25 77:6 understanding 9:19 understood 9:3 59:7 unit 15:8,9,16,24 United 1:2 20:4,5,9 23:4 unprepared 31:16 unprofessional 81:8 unprofessionalism 47:10 unprofessionally 32:17 update 80:16 updating 64:17 use 29:14,16,17 31:17 43:22 68:5 71:6 73:23 75:7 81:18 usually 65:6 utilize 73:23,24	wait 8:16 65:25 waived 3:7 want 7:8,13 18:24 31:10 70:12 75:25 warp 43:17 63:13 warping 43:21 44:8 45:9,14,19 wasn't 63:12 65:6 86:3 watch 45:25 way 82:23 87:11 93:12 we'll 7:15,18 12:20 87:21 we're 30:15 31:11 50:18 57:12 59:19 64:13 67:13 68:16 72:4 80:6 well-done 81:8 well-suited 67:18 went 42:7,12 46:10 46:14 63:5 WestRock 1:9,9 2:15 4:15,16 8:5,6,9 12:25 13:11 15:4 19:18 27:19 28:3 34:5 37:14 41:21 44:7 47:14 56:9,19 65:11,23 66:3,10	witness(es) 93:6,9 word 39:10 words 8:20 84:9 work 10:6 17:15 22:3 22:8,11,15 33:4 38:21 46:5 56:8 62:2,2 84:23 worked 51:3 working 57:6 worried 77:5,7 worth 59:22 wouldn't 42:24 write 17:11 writing 81:21 written 32:11,16 73:12	zoom 58:6
U	W	X	Z
U 3:2 5:22 uh-huhs 8:21 uh-uhs 8:21 understand 8:24 18:23 45:25 77:6 understanding 9:19 understood 9:3 59:7 unit 15:8,9,16,24 United 1:2 20:4,5,9 23:4 unprepared 31:16 unprofessional 81:8 unprofessionalism 47:10 unprofessionally 32:17 update 80:16 updating 64:17 use 29:14,16,17 31:17 43:22 68:5 71:6 73:23 75:7 81:18 usually 65:6 utilize 73:23,24	wait 8:16 65:25 waived 3:7 want 7:8,13 18:24 31:10 70:12 75:25 warp 43:17 63:13 warping 43:21 44:8 45:9,14,19 wasn't 63:12 65:6 86:3 watch 45:25 way 82:23 87:11 93:12 we'll 7:15,18 12:20 87:21 we're 30:15 31:11 50:18 57:12 59:19 64:13 67:13 68:16 72:4 80:6 well-done 81:8 well-suited 67:18 went 42:7,12 46:10 46:14 63:5 WestRock 1:9,9 2:15 4:15,16 8:5,6,9 12:25 13:11 15:4 19:18 27:19 28:3 34:5 37:14 41:21 44:7 47:14 56:9,19 65:11,23 66:3,10	witness(es) 93:6,9 word 39:10 words 8:20 84:9 work 10:6 17:15 22:3 22:8,11,15 33:4 38:21 46:5 56:8 62:2,2 84:23 worked 51:3 working 57:6 worried 77:5,7 worth 59:22 wouldn't 42:24 write 17:11 writing 81:21 written 32:11,16 73:12	1 1 26:23 27:3,7 37:5 63:24 64:2,6 67:14 86:7 92:9 10 73:9,13 74:13,24 76:3,15 81:4 10/30 60:6 10:40 44:18 10006 2:5 10007 2:10 101 59:10 108 60:5 109 59:11 11 54:7 11:30 71:11 11:55 85:8 110 59:11 12 54:8 92:17 12:03 88:13 145,000 55:13 15 33:15 40:10 72:17 82:13 1540 2:4 16 92:18 175 2:9 18 64:10 19 92:19 1967 12:6 1989 14:13 1993 13:12 19:16 1998 18:19 19:16 1st 76:11
V		Y	2
value 57:3 59:4		Y 5:22 Yeah 36:5 61:17 66:7 year 12:12 14:11 33:14 44:11 53:10 53:20 54:8,24 55:24 66:14 67:14 73:9	2 2 35:20,24 92:9 2,525,000 54:5

KRIMSKY v. WESTROCK COMPANY, et al.
 Tammy Siracusa --- July 30, 2024

106

2001 18:11,19	50 92:10		
2004 17:20 18:11	500,000 54:23		
2006 16:10 17:20	50s 48:18,24		
2012 15:18 16:10	52 57:21		
2014 14:23 15:18	54 57:21		
2018 13:23,23 14:23	55 72:3		
2019 13:22	55th 2:10		
2022 13:9,24 33:14	57 72:3 92:10		
86:7	58 26:24		
2023 26:16 28:22	58,000 55:14		
39:25 40:8 45:8	59 37:10 92:11		
53:7,10 56:20 64:10			
67:14 78:11 86:17	6		
2024 1:12 4:19 26:17	6 70:25 71:19,22,25		
72:17 74:14 81:5	79:3 92:11,17		
82:14,14 91:8 93:22	60-day 74:7 76:4,7,10		
212-453-3978 2:11	76:16		
23-Civ-6252 1:7	60s 48:24 49:7,14		
24 73:9	62 30:19,21		
26 82:14	63 26:24		
26th 83:9	646-964-1178 2:5		
27 12:6 92:9	65 80:4		
	66 92:19		
	69 80:5		
3			
3 50:8,11 52:16 92:10			
30 1:12 4:18 12:13	7		
33:14 80:20 89:18	7 79:23 80:3 92:5,12		
91:8 93:22	7,615,000 54:9		
30-day 83:7	70s 49:7		
30(b)(4) 4:25	71 92:11		
300,000 55:21	79 92:12		
30s 48:6			
32 50:7	8		
33 92:18	8 60:4		
35 92:9	8:12 64:10		
39 2:4 35:21			
	9		
4	9 92:18		
4 57:13,16,20 92:10	9:33 1:13 4:19		
40 92:18			
40s 48:11			
5			
5 30:19,24 59:9,14			
66:21 92:11			